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HIGHER EDUCATION

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By

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BUREAU OF EDUCATION

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HIGHER EDUCATION.

BY GEORGE F. ZOOK.

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STANDARDIZING AGENCIES.

NON-STATE ACCREDITING AND EXAMINING BOARDS.

Nearly every State in the Union, through the State university or the State board of education, has, after inspection, accredited secondary schools located within its borders. A number of them have also published lists of accredited higher institutions. Naturally there is considerable diversity of practice among the several States, and hence, in the interests of uniformity, various voluntary associations composed of representatives from higher institutions and secondary schools have undertaken the work of standardizing schools and colleges. The College Entrance Examination Board serves those higher institutions which prefer to admit students only by examination, and students who wish to secure admission to college by examination.

THE COLLEGE ENTRANCE EXAMINATION BOARD.

The total number of candidates examined by the College Entrance Examination Board in June, 1919, was 12,716, as against 10,641 in the previous year. The secretary's report states that 1,327 schools sent candidates to the board's examinations in 1919. Of these, 722 were public schools and 605 private schools, from which there were 4,692 and 7,480 candidates, respectively. In addition there were 544 candidates who were either conditioned college students, or pre-

pared by private tutors, or self-prepared, or who neglected to give the information called for by the board's form of application for examination.

The secretary's report also shows that there was an increase over the previous year of 615 in the number of boys and of 1,560 in the number of girls who took the board's examination. It is interesting to note that in the number of boys from the private schools there was an increase of 590, and from the public schools a decrease of 74; and that in the number of girls from the private schools there was an increase of 716 and from the public schools an increase of 690. The increase in the number of girls taking the examination is doubtless due in considerable part to the return to the examination system of Mount Holyoke, Smith, and Wellesley Colleges.

The following table indicates the general distribution of the candidates in respect to residence, secondary school, and college:

General classification of candidates.

	Residence.	School.	College.
New England.....	5, 204	6, 657	8, 367
Middle States.....	4, 689	3, 884	3, 034
Southern Division.....	749	600	51
North Central Division.....	1, 647	1, 052	81
Western Division.....	300	196	54
Not stated and irregular.....	127	327	1, 129
Total.....	12, 716	12, 716	12, 716

A table of considerable interest has been compiled by the secretary of the College Entrance Examination Board for the decade from 1910 to 1920. It shows the number of examination books which have been graded in each subject and the percentage of them which were rated 60 per cent or above:

Subject.	Number of answer books.	Percentage of books rated 60-100.
Greek.....	8, 048	66. 1
French.....	31, 602	61. 9
Latin.....	71, 496	58. 1
Physics.....	11, 079	54. 9
Chemistry.....	6, 441	52. 1
Mathematics.....	78, 232	51. 1
German.....	23, 207	49. 7
English.....	44, 136	45. 2
History.....	28, 536	35. 9
All subjects.....	307, 865	52. 3

Several explanations may be offered for the marked difference in the percentage of students who pass the respective examinations. Some subjects may be better taught than others or there may be a marked difference in the degree of difficulty to master various subjects. The average grades of the history examinations have, however, been so low for a number of years that it was decided at the meeting of the board in April, 1920, to appoint a special committee to re-examine the content of the history requirements.

The new comprehensive examination plan is fast increasing in popularity. The number of candidates seeking admission by this plan increased from 752 in 1918 to 1,969 in 1919. Thirty colleges and universities were designated by candidates for admission under the new plan. Young women, particularly, prefer to take the comprehensive examination, as seems clear from the number who took the new plan examinations for admission to the following higher institutions: Wellesley, 417; Smith, 375; Harvard, 305; Vassar, 251; Mount Holyoke, 171; Yale, 129; Princeton, 82; Radcliffe, 73; Barnard, 55; Wells, 32.

In the list of subjects which new plan candidates elect for examination, English, mathematics, Latin, and French are the most popular. History, German, chemistry, and physics follow in the order named.

THE NEW ENGLAND COLLEGE ENTRANCE CERTIFICATE BOARD.

The eighteenth annual report of the New England College Entrance Certificate Board states that the total number of schools which had the certificate privilege in 1919 from the board was 571, of which 92 had the specimen certificate privilege. Of these 340 (about 60 per cent, as against 76 per cent last year) sent one or more pupils on certificate to the colleges represented on the board.

At the present time there are 38 schools on the trial list, and 443 on the fully approved list, making a total of 481. To these may be added 98 schools that have the right of sending specimen students on certificate, making a grand total of 579 schools that have the certificate privilege from the board for the year 1920.

The following institutions compose the membership of the New England College Entrance Certificate Board: Amherst College, Bates College, Boston University, Bowdoin College, Brown University, Colby College, Massachusetts Agricultural College, Middlebury College, Tufts College, Wesleyan University, and Williams College.

In 1919 the University of Vermont withdrew from the board in order to maintain closer relations with the Vermont State system of education, and Mount Holyoke, Smith, and Wellesley Colleges withdrew on account of their decision to give up the certificate system of admission.

THE NORTH CENTRAL ASSOCIATION OF COLLEGES AND SECONDARY SCHOOLS.

In the proceedings of the North Central Association of Colleges and Secondary Schools for 1920 the secretary reports 128 accredited colleges and universities. Six of these institutions were added during 1919 and three in 1920, after having been inspected by representatives of the association. In addition to these institutions the association has accredited 45 institutions primarily for the training of teachers, and 15 junior colleges. The number of accredited secondary schools was 1,353.

THE ASSOCIATION OF COLLEGES AND PREPARATORY SCHOOLS OF THE MIDDLE STATES AND MARYLAND.

The Association of Colleges and Preparatory Schools of the Middle States and Maryland reported for 1919 a membership of 220, of which 65 were colleges and universities.

A commission on institutions of higher education, composed of 14 members, was appointed to adopt from time to time lists of accepted institutions of higher learning which meet the standards recently established by the association.

THE ASSOCIATION OF COLLEGES AND SECONDARY SCHOOLS OF THE SOUTHERN STATES.

The Association of Colleges and Secondary Schools of the Southern States reported for 1919 a membership of 44 universities and colleges and 43 secondary schools. Besides these, there were 18 individual members. The association has accredited 418 secondary schools.

THE MOVEMENT FOR THE STANDARDIZATION OF COLLEGES AND UNIVERSITIES.

At its annual meeting, November 28 and 29, 1919, the Association of Colleges and Preparatory Schools of the Middle States and Maryland adopted a series of standards for colleges identical with those adopted a few years ago by the Association of Colleges of New York State and since adopted by the regents of the State of New York as the official definition of that State. These standards are as follows:

DEFINITION AND STANDARDS.

An institution to be ranked as a college of liberal arts must have at least eight professors giving their entire time to instruction therein; must require for admission not less than four years of academic or high-school preparation, or its equivalent; must conduct a curriculum of four full years of approved grade in liberal arts and sciences.

It is recommended that in interpreting this definition the following standards should be employed with due regard to the fact that an institution falling below the desired standard in certain particulars may more than make good this lack by excellence in others.

1. A college year should include for each student not less than 34 weeks of actual work, of not less than 15 full periods per week of academic work or the equivalent.

2. Members of the teaching staff in regular charge of classes should have had not less than one year of graduate study, and a majority of them should have had training equivalent to that presupposed by the degree of doctor of philosophy; in all cases efficiency in teaching as well as the amount of research should be taken into account.

3. A preponderance of the teachers who have independent charge of classes should be of professorial rank.

4. The number of periods per week of teaching, for each instructor, should not exceed 16.

5. The curriculum should provide both for breadth of study and for concentration.

6. The curriculum should have justifiable relation to the resources of the institution.

7. There should be library and laboratory facilities adequate to the work which the institution announces, and these should be kept up to their full efficiency by means of adequate annual expenditures.

8. There should be a minimum productive endowment, beyond all indebtedness, of at least \$500,000. In the case of tax-supported institutions or those maintained by religious or other organizations, financial support or contributed services equivalent in value to the endowment specified are substitutes.

NOTE.—For the present the application of this principle will not be strictly made in the case of institutions which otherwise fulfill the requirements, but such institutions will be expected to increase the amount of their productive endowment to the sum indicated at the earliest possible date.

9. Salaries paid the members of the teaching staff should be adequate. The minimum will depend upon the local cost of living as well as upon other factors.

10. In administering entrance requirements, exceptions should be few and made only for reasons of great weight.

11. The records of the graduates of the college in graduate and professional schools should be satisfactory.

In the Association of Colleges and Secondary Schools of the Southern States, the commission on institutions of higher education, which was appointed in accordance with resolutions passed in 1917, presented a set of standards for colleges which the association adopted December 5, 1919. These standards are as follows:

1. *Entrance requirements.*—The entrance requirements shall be at least 15 standard units, as defined in the by-laws of the association, with two conditions allowed; but beginning with 1921 the entrance requirements shall be the completion of a four-year course of at least 15 units in an officially accredited school, or its equivalent as shown by examinations.

2. *Requirements for graduation.*—The completion of college work amounting to at least 15 sixty-minute class periods per week through four sessions of 34 weeks each, excluding holidays, but including the examination periods.

3. *Number of degrees.*—The conferring of a multiplicity of degrees should be discouraged. Small institutions should confine themselves to one or two. When more than one baccalaureate degree is offered all should be equal in requirements for admission and for graduation.

4. *Number of college departments.*—The college should maintain at least eight separate departments in liberal arts and sciences with at least one professor devoting his whole time to each department.

5. *Training of the faculty.*—A properly qualified faculty should consist entirely of graduates of standard colleges and each head of a department should

hold at least a master's degree from a university having a fully organized graduate school. Graduate study and training in research equivalent to that required for the Ph. D. degree are urgently recommended, but the teacher's success is to be determined by the efficiency of his teaching as well as by his research work.

6. *Salaries.*—The average salary paid to members of the faculty is an important consideration in determining the standing of an institution. It is recommended that the salary of a full professor be not less than \$2,000.

7. *Number of classroom hours for teachers.*—Fifteen hours per week are recommended as the maximum for teachers, but in no case shall teachers be required to give instruction for more than 18 hours.

8. *Number of students in classes.*—The number of students in a recitation or laboratory section should be limited to 30. A smaller number is desirable.

9. *Support.*—In addition to income from tuition fees, room rent, boarding halls, etc., the college, if non-tax supported, should have a productive endowment of not less than \$300,000, and, if tax-supported, should receive an annual income of not less than \$50,000.

10. *Library.*—The library should contain, exclusive of periodicals and public documents, at least 7,000 volumes bearing specifically upon the subjects taught, and should have an adequate annual appropriation for permanent additions.

11. *Laboratories.*—The laboratory equipment should be adequate for all experiments called for by the courses offered in the sciences, and these facilities should be kept up by means of an adequate annual appropriation.

12. *Separation of college and preparatory school.*—The college may not maintain a preparatory school as part of its college organization. In case such a school is maintained under the college charter, it must be kept rigidly distinct and separate from the college in students, faculty, and buildings.

13. *Proportion of regular college students to the whole student body.*—At least 75 per cent of the students in a college should be pursuing courses leading to baccalaureate degrees in arts and science. The classification of students must be printed in the catalogue.

14. *General statement concerning material equipment.*—The location and construction of the buildings, the lighting, heating, and ventilation of the rooms, the nature of the laboratories, corridors, closets, water supply, school furniture, apparatus, and methods of cleaning shall be such as to insure hygienic conditions for both students and teachers.

15. *General statement concerning curriculum and spirit of administration.*—The character of the curriculum, the efficiency of instruction, the scientific spirit, the standard for regular degrees, the conservatism in granting honorary degrees, and the tone of the institution shall also be factors in determining its standing.

16. *Standing in the educational world.*—The institution must be able to prepare its students to enter recognized graduate schools as candidates for advanced degrees, such preparation to be shown by the acceptable standing of its students in such graduate schools.

17. *Professional or technical departments.*—When an institution has, in addition to the college of liberal arts, professional or technical departments, the college of liberal arts shall not be accepted for the approved list of the association unless the professional or technical departments are of acceptable and approved grade.

18. *Blank to be filed triennially.*—No institution shall be approved or retained on the approved list unless a regular blank has been filed with the commission. The said blank shall be filed triennially unless the commission has waived its presentation.

NATIONAL CONFERENCE COMMITTEE ON STANDARDS OF COLLEGES AND
SECONDARY SCHOOLS.

At its annual meeting, March 24, 1919, the National Conference Committee on Standards of Colleges and Secondary Schools adopted the following definition of a college:

A "college" is an institution requiring for admission graduation from a standard secondary school or the equivalent, and offering a four-year curriculum leading to the first degree in arts or science.

In order properly to perform its educational functions, a college should, in the judgment of the committee, have at least:

1. A requirement for admission of 15 units of secondary work, not more than two units of condition being allowed, all special students under 21 years of age being required, except in rare and unusual circumstances, to meet all the requirements for admission, preparatory courses, if any, being distinct in faculty, students, and discipline.

2. A program of studies having a reasonable relation to the resources of the institution.

3. A liberal curriculum, with advanced work in several fields, and a reasonable margin for free election, the curriculum to be of such a character as to qualify for admission to a graduate school of recognized standing.

4. A college year of 32 weeks of actual instruction.

5. Eight departments, each having at least one full-time teacher of professorial rank.

6. A staff, two-thirds of which are of professorial rank, having had at least two years of study in a graduate school of recognized standing, receiving salaries of \$2,000 a year or more, and teaching not more than 16 hours a week.

7. A productive endowment, beyond all indebtedness, of \$300,000.

8. An annual income for current expenses of \$40,000 a year, at least three-fifths of which is expended for instruction.

9. An expenditure of \$1,000 a year for laboratory equipment and apparatus, and of \$1,000 a year for books and periodicals.

10. An annual or biennial published report of assets, income, expenditure, faculty, curricula, and student body.

The difference between the standards set up by these associations and those established several years ago by the North Central Association vary considerably. The North Central Association requires 15 units of high school preparation for entrance to college; it urgently recommends training equivalent to that required for the Ph. D.; it makes no recommendation concerning the majority of teachers being of professorial rank; it recommends 15 hours of teaching as a maximum, with a prohibition of more than 18; it provides for shaping the last two years of college in the direction of special professional and university instruction; it establishes \$200,000 as a minimum of productive endowment; it makes no statement concerning adequate salaries for the teaching staff, numbers of degrees granted, or entrance requirements; and it establishes a minimum registration of 100 students. No mention is made of this last subject by either of the other associations.

This statement of differences existing between the standards of three associations reemphasizes an unfortunate condition in our

higher education. Since the Bureau of Education has been precluded from establishing standards for higher institutions, it is highly desirable that the various voluntary associations which have done this work with signal success during the last few years should establish common standards and in accordance with them proceed to the work of accrediting colleges and universities. By this means it would at last be possible to secure a dependable list of colleges and universities which fulfill uniform standards.

At the annual meeting in 1920 the national conference committee approved the following statement concerning the items which should be considered "current expenses" in estimating the cost of college instruction:

Expenses are usually classified according to the permanent or temporary character of that for which the money is paid; income and expenditure accounts dealing primarily with day-by-day operations, assets and liabilities accounts with permanent resources, capital, and investment.

Current expenses of a college are thus those providing for administration; care and operation of the physical plant; the cost of instruction; provision for student welfare; supplies that disappear in the using.

Administration may be divided into academic and business, including legal expenses, but both are current.

Plant depreciation is counted as current expense by many accountants.

Cost of instruction includes chapel, gymnasium, library, special lectures and the like, as well as teaching. Money paid out for fellowships, scholarships, and prizes, and for student help, is current expense, even though some or most of it be returned in the form of tuition. The annual excess of loans from loan funds over the amount returned might be counted similarly.

Student welfare includes health service, food, and lodging, but it is well to separate the cost of the last two from other accounts and include deficits only in general current expense.

Supplies used in laboratories and the like are current expenses even though paid for by special fees.

Current expenses do not include additions to endowment and to permanent plant, or temporary expenses in supervising permanent construction or in investing endowment.

UNIVERSITY SURVEYS AND THE SURVEY MOVEMENT.

During the last six years the Bureau of Education, by invitation, has conducted surveys of the publicly supported institutions of higher learning in nine States and in Hawaii. The purpose of these surveys has been to set forth the needs of the respective States in higher education and to make suggestions as to what reorganization of administration in the State's system of higher education appeared to be desirable in order to meet these needs. On the whole, the surveys have been welcomed as the expert opinion of impartial observers, and, as a result, unnecessary duplication of effort at two or more higher institutions supported by the State has been greatly reduced or eliminated. Furthermore, with the facts thus made more

available the State institutions have been able to go before their constituents with more convincing pleas for adequate financial support. The surveys have resulted in strengthening the faith of the people in their colleges and universities.

Two surveys have been made during the period of the biennium just closed. The survey in Alabama, from the 11th of March to the 31st of May, 1919, was the first to be conducted in the higher institutions in the Southern States. It was in charge of Dr. Samuel P. Capen, specialist in higher education, Bureau of Education, assisted by Dr. C. D. Jarvis, specialist in agricultural education, Bureau of Education; Dr. W. C. John, specialist in land-grant college statistics, Bureau of Education; and Mr. J. J. Pettijohn, director of the extension division, Bureau of Education. The survey disclosed among the higher institutions in that State considerable duplication of effort, together with low State appropriations for higher education. A summary of the chief recommendations made to the State commission is as follows:

A feature of the Alabama situation which deserves especial attention, not only in that State but in all Southern States, is the condition of the Negro land-grant colleges. In each of the Southern States, as a result of the Morrill Act, two institutions, one for whites and one for Negroes, were founded. The money appropriated by the Federal statutes has been divided between these two institutions. In the case of the white institutions, the State legislatures have appropriated more or less liberal supplementary funds, but the amount appropriated to the Negro institutions has in nearly every instance been so meager that they have been able to make little progress and are not filling the need of higher education among the colored people. The following table shows the source and amount of revenue secured by the Negro land-grant colleges for the year 1918-19:

Total income of Negro land-grant colleges, 1918-19.

	Federal fund.	State fund.	Private fund.	Total income.
Agricultural and Mechanical College for Negroes, Ala.	\$21,550.00	\$4,000.00	\$4,335.45	\$29,885.45
Branch Normal College, Ark.	13,636.36	43,000.00	1,976.13	58,612.54
State College for Colored Students, Del.	10,000.00	26,500.00	13,566.88	50,066.88
Florida Agricultural and Mechanical College for Negroes.	25,000.00	11,000.00	59,133.78	70,133.78
Georgia State Industrial College.	16,666.66	10,796.00	3,843.43	31,306.75
Kentucky Normal and Industrial Institute.	8,505.50	28,000.00	21,318.78	57,824.28
Southern University and Agricultural and Mechanical College, La.	22,386.25	16,500.00	34,121.05	43,770.14
Princess Anne Academy, Md.	10,000.00	7,500.00	12,700.00	30,200.54
Alcorn Agricultural and Mechanical College, Miss.	39,861.54	8,000.00	24,970.40	42,831.94
Lincoln Institute, Mo.	16,500.00	22,500.00	27,485.00	56,485.00
Negro Agricultural and Technical College, N. C.	1,000.00	41,497.00	26,114.03	58,611.03
Colored Agricultural and Normal University, Okla.	25,000.00	68,209.62	9,383.00	108,346.62
State Agricultural and Mechanical College, S. C.	12,000.00	28,966.46	34,126.95	75,092.46
Tennessee Agricultural and Industrial State Normal School.	12,500.00	87,730.00	122,698.02	222,898.02
Prairie View State Normal and Industrial College, Tex.	26,995.02	1,000.00	514,712.13	542,708.15
Hampton Normal and Agricultural Institute, Va.	10,000.00	51,850.00	27,444.91	89,294.91
West Virginia Collegiate Institute.				

HAWAII SURVEY.

The survey of the school system of Hawaii was carried out by representatives of the Bureau of Education during the period from October 1, 1919, to February 1, 1920. President Parke R. Kolbe, of the University of Akron, was responsible for the investigation of higher education.

Unlike a number of States, the situation in higher education in Hawaii is not complicated by the presence of two or more higher institutions each supported by public funds. There has been only one higher institution, the College of Hawaii, which was founded in 1907, under the provisions of the Morrill Act, as a land-grant institution. In response to a well-defined public demand, the Territorial Legislature in 1920 created the University of Hawaii, including a college of arts and sciences. The occasion for the change was the fact that a college devoted to the usual curricula of a land-grant institution was unable to meet a sufficient number of the needs of students residing in the islands. Partly for this reason, out of the 393 students in Hawaii who, during the last 10 years, have attended institutions of higher learning, only 113, or 29 per cent, have gone to the College of Hawaii. The others have matriculated at various universities in the States, principally in the University of California, Leland Stanford, Harvard, Yale, and Cornell.

Another cause for this situation is the fact that many Americans have close attachments in the States, and they are anxious to give their sons and daughters the benefit of higher education on the mainland. These persons are also largely responsible for the establishment of several private academies from which as yet have come the great majority of students who go to college.

A feature of some interest in this survey was the unusually large per capita expense of the education given at the College of Hawaii. This per capita expense is much greater than that found at any of the higher institutions investigated by the Bureau of Education on the mainland.¹ This situation may doubtless be attributed to the small number of students attending the College of Hawaii and to the increasing cost of higher education in recent years. Nevertheless, with a growing student body the per capita cost is being steadily reduced.

THREE YEARS OF ATTENDANCE AT 250 COLLEGES AND UNIVERSITIES, 1916-17 TO 1919-20.

In November, 1919, the Bureau of Education sent out a circular requesting the enrollment at colleges and universities for the years 1916-17 and 1919-20, respectively. Two hundred and fifty institu-

¹ This amount varies from \$103.54 per capita at the Alabama Girls' Technical Institute in 1916-17 to \$564.32 per capita at the South Dakota State School of Mines. The median amount per capita is about \$211.

tions, not quite half the total number in the United States, responded. However, the answers represent institutions of all types, large and small, State and private: and although the figures are not complete, they undoubtedly indicate the emergency that the country faces in higher education. The total attendance at these 250 institutions in 1916-17 (the year immediately preceding the war) was 149,533; in 1919-20, 186,864, which is an increase of 25 per cent. As is well known, by far the greatest proportion of this increase was in the freshman class last year. The freshman class in the public institutions exceeded the freshman class of three years ago by 61.82 per cent; in the private institutions by 33.5 per cent; the general average being 46.1 per cent, as against an average increase of but 6.7 per cent in the senior class during the three years. In 88 of the 250 institutions the senior class was reported as being smaller than it was three years ago. Only 34 of them, however, reported a smaller freshman class.

It is interesting to notice the distribution of the increased attendance among the small and large institutions, respectively. Institutions with an enrollment of less than 250 in 1910 increased 38 per cent; those from 250 to 499, 20.2 per cent; those from 500 to 999, 14.5 per cent; those from 1,000 to 1,999, 22.5 per cent; and those of 2,000 or over, 29.4 per cent. The smallest institutions are therefore making the most rapid strides in increased enrollments, while the largest come second. The institutions which previously enrolled from 500 to 1,000 students are growing at the slowest rate.

Since the increase in student attendance at colleges and universities has been tremendous both before and after the war, it may be assumed that the causes are not ephemeral; they are deep and abiding. To be sure, it often seems to professors that an increasing proportion of students are coming to college for no particular purpose except that it is regarded as the fashionable thing to do. On the other hand, there is every evidence that the number of young men and young women who realize that they need a thorough and extended education before they may expect to rise to coveted positions is growing tremendously. In a vague and indefinite way they appreciate the increasing complexity of our modern economic life, with its growing demand for persons with specialized training in every branch of activity. In practical affairs the demand is quite definite and the character of the work is concrete, both of which appeal to the imagination of young men and women entering institutions of higher learning. There seems every reason, therefore, why we may assume that the present tremendous increase in the number of students seeking the advantages of higher education will continue unabated for many years to come.

What shall be done to meet the emergency in higher education? There is only one thing that can be done, and that is to devote to the needs of colleges and universities funds, both public and private, the size of which were never dreamed of a few years ago.

SALARIES AT COLLEGES AND UNIVERSITIES.

One of the most unfortunate results of the war in the educational world has been the inadequate salaries with which teachers have been compelled to face the mounting cost of living. The problem has been present in the higher institutions as well as in the elementary and secondary schools. In the autumn of 1919 the Bureau of Education gathered complete figures concerning salaries from more than two-thirds of the higher institutions. The results of this inquiry are shown in the following table:

Salaries at colleges and universities.

PUBLIC INSTITUTIONS.

Title of position.	Number of persons.	Minimum salary.	Maximum salary.	Average salary.	Median salary.	Most frequent salary.
Professor.....	2,460	\$300	\$10,000	\$3,126	\$3,000	\$3,000
Associate professor.....	822	300	4,000	2,514	2,500	3,000
Assistant professor.....	1,705	500	4,000	2,053	2,000	1,800
Instructor.....	2,138	300	3,100	1,552	1,500	1,500
Assistant.....	555	75	2,500	801	750	1,200

PRIVATE INSTITUTIONS.

Professor.....	3,781	100	10,000	2,304	2,000	1,500
Associate professor.....	357	600	4,500	2,423	2,300	2,000
Assistant professor.....	1,261	75	5,000	1,770	1,800	2,000
Instructor.....	1,810	50	4,000	1,205	1,200	1,200
Assistant.....	574	10	2,000	472	400	500

It thus appears that in the privately supported institutions full professors were receiving on the average \$2,304 per annum, while assistant professors and instructors drew salaries of about \$1,800 and \$1,200, respectively. The average salary, to be sure, in publicly supported institutions is a little higher, but only from \$200 to \$300 for instructors and assistant professors, while full professors at State institutions average only \$3,126.

It is no wonder that comparatively few teachers are being attracted to the field of higher education, or that professors who expected to spend their lives in a teaching career have been induced in large numbers to leave the colleges and universities for more remunerative positions in the business and industrial world.

If we compare the average salaries received by college and university teachers with those received by men engaged in various

trades and manual-labor employments, the results are amazing. For instance, structural-iron workers and railroad-train employees receive more compensation than assistant professors in private institutions and almost as much as those in public institutions. It is more lucrative to be a carpenter or a painter than an instructor in a State institution, while railroad yard employees, machinists, and the lowly hod carriers can look with compassion on instructors in privately supported institutions. Surely it is time for the friends of higher education to demand that the men and women in whose care the best youth of the land are intrusted for four years shall receive a compensation more commensurate with the value of their labor.

At the close of the college year 1919-20 a strenuous effort was made at nearly all higher institutions to increase the salaries of professors and instructors materially. This proved possible to a degree by reason of the successful campaigns for permanent endowments conducted at a large number of privately supported colleges and universities. At some of the State institutions the authorities have been compelled to borrow money in the expectation that the respective State legislatures will later make up the deficit.

PRIVATE BENEFACTIONS TO COLLEGES AND UNIVERSITIES.

The increase in student attendance at colleges and universities, accompanied as it is by rising costs of instruction and maintenance, has placed the privately supported higher institutions in a critical situation. The income from the productive endowments is relatively no longer so valuable as it was formerly, and yet in a few brief years the task with which higher institutions are confronted has increased tremendously. The privately supported colleges have realized this situation and a very large portion of them have instituted campaigns for increased endowments. Information from 317 higher institutions, 15 public and 302 private, reveals the fact that during the biennium covered by this survey the total benefactions received by these institutions were \$138,235,770. Of this amount \$44,608,966 was for current expenses, \$23,951,445 for increase of plant, and \$69,675,359 for increase of endowment.

It should be noted that 84 per cent of the funds devoted to increasing the plant and endowment of higher institutions has been raised in the North Atlantic and North Central divisions of the United States. On the other hand, the figures for the three-year period from 1916 to 1919 show that the rate of growth in student attendance in each of the three remaining divisions is greater than it is in the two just mentioned. In other words, in those regions most needing additions to the endowments of their higher institutions the movement to meet the situation yet lags.

Among the notable increases in endowment during the biennium are the following: Harvard University, \$10,205,045; Massachusetts Institute of Technology, \$5,948,292; University of Chicago, \$4,711,620; Yale University, \$3,025,985; Syracuse University, \$3,000,000; Johns Hopkins University, \$2,746,603.

THE JUNIOR COLLEGE.

The first national conference of representatives from junior colleges assembled at the call of the Commissioner of Education at St. Louis for a two-day session, June 30 and July 1. Thirty representatives from junior colleges located in Texas, Missouri, Michigan, Virginia, Alabama, Arkansas, Minnesota, Iowa, Illinois, and Mississippi responded to the call. The program was subdivided into four divisions: The place and function of junior colleges in the American educational system; the growth and development of the privately supported junior colleges; the development and problems of publicly supported junior colleges; and the curriculum of junior colleges. At the conclusion of the conference a permanent association of junior colleges was effected. The association plans to hold annual meetings hereafter.

The occasion for the conference arose from a variety of reasons. In the first place, the rapid growth of the junior college and of the students attending them made it seem highly desirable that the persons responsible for their administration should confer at some length on the problems confronting them. Furthermore, the recent tremendous growth in the number of students attending all institutions of higher learning indicates the possibility that there will soon become necessary some reorganization of higher education in which junior colleges will be called upon to do an increasing proportion of the work of the freshman and sophomore years for the large universities. Finally, it is becoming increasingly apparent that all students who wish to continue their education after graduation from high school should not be practically required, as at present, to go to a four-year college or university. Many students are either unable or unwilling to attend four-year higher institutions. A large number of them are not well fitted mentally to make the most of a university education. They wish a thorough, but very practical and less extended, type of education. As a prominent dean of a large university said recently, we need a large number of "stopping-off places" in our education above the high school.

The relation between the State universities and a number of junior colleges located within the respective States has been very carefully worked out in Missouri and California. In these two States the junior colleges are largely feeders for the State university, the most of the students from the junior colleges continuing junior and senior

work in arts and sciences at the State university. In Texas two junior colleges have coordinated their work with the State agricultural college. The same thing has been done by one of the junior colleges located in California.

The junior colleges which so far have responded to the demand for a completion school are located chiefly in large cities. For instance, the junior colleges in Detroit, Kansas City, and Chicago are giving technical courses for those students who do not desire to continue their work at large universities. At one of the junior colleges in California a two-year course in agriculture is being given successfully.

The present manifestation of activity on the part of the junior colleges is evidence of the consciousness of the important mission which these institutions will play in the future development of higher education in this country. The overcrowding of the large universities, particularly the State institutions, has raised the question forcefully as to whether it would not be much more convenient and economical both for the State and individual students if the work of the freshman and sophomore years could be done in a number of junior colleges located in various sections of the State. This arrangement would leave the great universities free to develop the technical, professional, and graduate work to much better advantage than is now possible, when so much of the energy of university faculties is consumed in giving instruction, really secondary in character, to freshmen and sophomores.

If some such reorganization of higher education as this is undertaken, an increased number of junior colleges in connection with the public high schools will undoubtedly spring up. In many large cities there is already available all or nearly all the equipment necessary for doing good freshman and sophomore college work.

While the largest field for expansion seems to be with the public junior colleges, junior colleges on private foundation are still more numerous. Many of these were once four-year institutions, but, finding themselves financially unable to do superior work during the whole four-year curriculum, became junior colleges. They have been rewarded by the consciousness of honest work well done, by larger enrollments of students, and freedom from the former financial distress. For such private junior college there is still much room. In 1917-18, 612 higher institutions out of the 672 reported incomes to the Bureau of Education. Of this number 12 reported incomes per student of \$1 to \$49; 66, incomes per student of \$50 to \$99; 82, incomes per student from \$100 to \$149; and 74, incomes per student from \$150 to \$199. It seems perfectly apparent that many, perhaps all, of these 234 institutions would be wise to confine themselves

to the freshman and sophomore years, leaving the more expensive junior and senior work to the larger colleges and universities, which have larger incomes and better faculties. The present increase in the cost of higher education seems to give added weight to this conclusion.

A high quality of instruction is, therefore, a compelling motive in the movement for private junior colleges. If this can be assured, there is no question of the future usefulness of these institutions. The friends of higher education will be glad to welcome them into their circle. The same is true of the public junior colleges. There is a widespread feeling, however, that the administration and methods used in the public junior colleges should really be collegiate and not secondary in character, and that on this account they should be effectively divorced from the secondary schools. With the proper safeguards there is no reason why the work done in the public junior colleges should not be easily the equal of that done in the first two years of our four-year higher institutions.

COOPERATION BETWEEN INDUSTRY AND HIGHER INSTITUTIONS.

On March 26 and 27, 1920, a conference of representatives from various industries and from a number of higher institutions interested particularly in technical education met at Drexel Institute, Philadelphia, Pa., in connection with the annual meeting of the Technology Clubs Associated. The occasion for the conference was the growing appreciation of the need of greater cooperation between industry and higher educational institutions. Industry needs technically trained men. The higher institutions need to know what kind of trained men are desired and in what numbers. The conference was particularly timely in view of the extraordinary demands of industry at the present time, which demands are attributed to a variety of causes: the dropping out of industry of men killed or disabled in the war; the falling off of immigration; and the diminution of the supply of trained men sent out from the colleges during the last few years. At the same time the country is being called upon to supply not only its own increasing wants but those of foreign countries not yet recovered from the war.

Definite information concerning the shortage of trained men was gathered by Dr. Hollis Godfrey, president of Drexel Institute, in a large number of personal visits to important industrial firms during several months prior to the conference. At the conference an attempt was made to prepare as definitely as possible specifications in various fields of industry as to the qualifications of men needed. Discussion and subsequent investigation have further brought out the specific needs of various industries which are to be set forth in printed form for the benefit of the colleges.

In order to carry out this plan of cooperation there has been established a council of management education composed of representatives from industries, which is to act in cooperation with a committee of the American Council on Education as the representative of the higher institutions. The industries will maintain the council of management education which, it is hoped, will become "a clearing house for all industrial and educational matters in the country, to promote the mutual understanding of the mutual problems of industry and the college, and to keep perpetual inventory of the educational needs of industry and the ability of the colleges to meet these needs."

The American Council on Education will review the specifications of the council on management education from the point of view of the higher institutions and circulate them among the colleges and universities of the country.

A feature of especial significance in this plan is to develop a type of education in the higher institutions which will not only familiarize men with the technical side of industrial work but which will also prepare them to assume managerial positions in industry. Work of this nature has been sadly neglected at most technical colleges, and young men of great natural ability have been consistently thrust into particular lines of technical work with little opportunity to rise to positions of responsibility and managership, where their services are often greatly needed. Particularly is this true to-day when prices are rising and economic conditions rapidly changing, with much consequent readjustment of industry. For this reason it is planned to induce as many colleges as will do so to give courses in management education. The work is being developed under Dr. Godfrey's direction, at the Drexel Institute.

Related to this general idea of cooperation between industry and the colleges and universities is the work being undertaken by the Bureau of Education for the development in the schools and colleges of an adequate supply of trained men for the automobile industries, on the one hand, and for the building of highways, on the other.

During the past few years the automobile industry has expanded in a marvelous way, creating an enormous demand for technically trained men in many fields. At the same time the greatly increased volume of passenger cars and motor trucks has made more or less obsolete the older types of roads, which are unable to stand up under the strain of present-day traffic.

Four developments in the field of higher education are essential to the successful solution of the problems raised under these new conditions. Technically trained men are needed in great numbers by the automobile industries. In this field courses in colleges are

already fairly well organized to supply the demand. Courses in business and industrial management are urgently needed by men who look forward to positions of administrative responsibility in the automobile industries. This work is as yet only in its infancy in higher institutions and demands immediate attention. In the new state of freight transportation over highways, research into the relative and comparative costs of motor truck transportation with other types of transportation agencies is essential before the proper limits of motor truck transportation can be defined. This work is now being undertaken by the National Automobile Chamber of Commerce. Finally, under the new highway traffic conditions, it is necessary through research to develop types of roads which will withstand the climatic conditions obtaining in various sections of the country. This field of research is properly one in which the colleges and universities should cooperate with the National Bureau of Public Roads and other agencies for research in this field.

These conditions were brought forcibly to the light in a conference of representatives from higher institutions, the automobile industries, and National and State highway bureaus held on May 14 and 15, 1920, by the Bureau of Education. At this conference it was decided to appoint a permanent committee representing these three fields. Through the efforts of this conference and the permanent committee the needs and qualifications for trained men in these fields have been assembled and will be distributed in bulletin form by the Bureau of Education to the colleges and universities of the country.

EDUCATION IN THE AMERICAN EXPEDITIONARY FORCES AFTER THE ARMISTICE.

It was a number of months after the armistice was signed before it was possible to transport American troops back to the United States. During this time the thoughts of each man in the Army naturally turned to the trade, occupation, or profession which he expected or hoped to pursue after being discharged from the military service. In a large proportion of instances men intended to go back to positions left open and waiting for them in the United States. In other instances, however, the war had definitely severed men from the desire of following their previous occupations and they wished to take up new ones. In either case the necessity or desirability of more adequate preparation for the after-war period appealed to a large proportion of men in the Army. The time which necessarily intervened between the signing of the armistice and the return home offered them a brief opportunity for study and training, if the proper arrangements could be made.

This situation had to a considerable extent been anticipated. Early during the period of America's participation in the war Mr. Anson

Phelps Stokes submitted a memorandum to the War Department outlining a general plan of education for use during the period of demobilization. The plan contemplated the placing of American soldiers at British and French universities and the establishment of schools under the direction of the Army for elementary and vocational education.

That Mr. Stokes's plan was in general practicable had already been demonstrated by the experience of the Army overseas educational commission of the Y. M. C. A. and the committee on education and special training of the War Department. Therefore not long after the cessation of hostilities it was decided to send Brig. Gen. Robert I. Rees to France to take charge of the educational work among the American soldiers.

The Army educational commission which directed the educational work in France, under the general supervision of Brig. Gen. Rees, was composed of Prof. John Erskine, Supt. F. E. Spaulding, and President Kenyon L. Butterfield. These men surrounded themselves with a number of able teachers, a large portion of whom had served previously in the Army overseas educational commission of the Y. M. C. A.

In the post and divisional schools elementary and vocational work predominated. It is perhaps impossible to estimate the number of young men who learned for the first time how to read and write and the number who attended classes where training was given in a large variety of vocations, not to speak of the tremendous number of extension lectures delivered by the vocational specialists who traveled from one division to another.

Facilities for higher education were afforded properly qualified students in British and French universities and at the American Expeditionary Forces University, located at Beaune, in the Côte d'Or. Two thousand and twenty-seven Army students were accommodated at British universities, and about 8,000 at French universities.

Since, however, the resources of the British and French universities were necessarily limited, it at once became imperative, in order to meet the demand, to create a university, which was done with surprising speed. Col. I. L. Rees was made president of the university. Teachers were summoned from the Army, from various civilian employments, and especially from the overseas educational commission of the Y. M. C. A. Many members of the staff had previously been employed as professors and instructors in higher institutions at home, and were consequently very familiar with the work assigned to them. The register of the A. E. F. University gives the following numbers of persons who served on the staff: At Allerey—military, 98; educational corps, 6; total, 105; at Bellevue—military, 18;

civilians, 9; total, 27; at Beaune—military staff, 78; educational staff, 797; total 867; grand total, 999.

The following is a list of the colleges which were established at Beaune, and the number of students registered in each college: Agriculture, 676; arts, 282; business, 1,815; education, 77; engineering, 616; journalism, 138; law, 159; letters, 958; medical science, 144; music, 182; and science, 640; total, 5,685. In addition to these, 338 students were registered at the Art Training Center at Bellevue; 2,353 at the Farm School at Allerey; 705 at the division and post schools at Beaune; and 490 in the short course for teachers; grand total, 9,571. Not included in this number are 6,705 students who enrolled in the College of Correspondence.

No final and complete report of the educational work done overseas during the period of demobilization has been made. That the instruction at Beaune, Allerey, and Bellevue, and the various post and divisional schools was carried on under great difficulties and under circumstances not altogether favorable to extended study is easy to surmise, and is borne out from the testimony of those who were in charge of the work.

COLLEGE CREDIT FOR MILITARY SERVICE.

After the war the problem of what college credit, if any, should be granted to students who had been in military and naval service perplexed the authorities of higher institutions considerably. In some institutions, notably the technical institutes, it was usually decided not to give any academic credit, since the courses of study were usually definitely outlined, and it was the opinion of the authorities that military service could not be regarded as an acceptable substitute for it.

On the other hand, certain higher institutions permitted students to secure a full year of credit if they returned to college before the opening of the second term and if they completed satisfactorily the work of the second and third terms. Other colleges and universities gave a blanket number of semester credits, depending upon the length of time which students spent in the military service.

RESERVE OFFICERS' TRAINING CORPS.

On November 27, 1918, it was decided to reestablish in the schools and higher institutions of the country units of the Reserve Officers' Training Corps, which had been replaced early in the autumn of 1918 by the Students' Army Training Corps. This decision was based on the war-taught lesson that in great national emergencies a sufficient number of officers are not available and can not be trained quickly and thoroughly. It is therefore highly desirable that some

system be adopted whereby, with a minimum of difficulty, expense, and interference with civil life, a considerable number of reserve officers may be available for possible future national emergencies.

While many of these officers will be wanted to fill the usual places in the infantry and artillery, the war emphasized the great need for trained men in the various technical branches so essential to the success of a modern army. The colleges and universities contain a large portion of the capable young men in the country; they possess the necessary equipment for technical instruction; and the requisite military instruction can with comparative ease be added to the curricula. It seems, therefore, as if the higher institutions are the logical sources for the recruiting of reserve officers for the Army.

The authorization for the establishment of the R. O. T. C. units is contained in the National Defense Act of 1916 and the supplementary provisions of the Army Reorganization Act of June 4, 1920. Two types of R. O. T. C. units are provided for, junior and senior. The junior units are all infantry units, located in secondary schools, in which basic military drills and practice form the chief work. The senior units, located in the higher institutions, are composed of infantry, cavalry, field artillery, coast artillery, engineer corps, signal corps, motor transport corps, and ordnance department. Infantry, cavalry, and field artillery units must be composed of at least 100 physically fit students; all other units, 50 each.

At the close of the academic year 1919-20, R. O. T. C. units had been located in 142 colleges and universities. The following is a table of the units and the number enrolled in each of them:

Senior units.	Enrollment.	
Infantry -----	119	32,390
Cavalry -----	10	948
Field artillery -----	20	4,348
Coast artillery -----	18	2,687
Engineer corps -----	19	1,948
Signal corps -----	11	704
Motor transport corps -----	8	461
Ordnance department -----	3	201
Total -----		43,687

Junior units of the R. O. T. C. have been established in 39 essentially military schools of secondary grade, where the students receive a somewhat larger amount of formal military training than is customary in the colleges and universities. Junior units have also been located in 49 public high schools and 19 private secondary schools. The total enrollment of students in the junior units is 44,777. With the removal in 1920 of the limitation on the number of officers eligible for duty with the R. O. T. C., it becomes practicable to increase materially the number of units located in secondary

schools. During the year just closed a total of 388 officers were located with units of the R. O. T. C. at colleges and secondary schools.

As many of the small colleges do not possess a large amount of technical equipment, it has proved wise to locate infantry units in most of them. In the larger colleges and universities, however, the units have been diversified to suit the needs of the service and the local facilities. The War Department has undertaken to furnish teaching material to those departments giving scientific courses recognized as having military value. This material is in the nature of problems which in addition to their military value are of importance in civil life.

Naturally problems have arisen in the conduct of the R. O. T. C., and a number of conferences have been held between representatives of the War Department and college executives at which the difficulties have been discussed and solutions attempted. For instance, the amount of college credit given for the military courses is left wholly to the colleges. The War Department proposes to prepare a standard set of tests for use in the various units. It has been recognized that the success or failure of R. O. T. C. units depends very largely on the character of the commissioned officers detailed to instruct the students.

It is thought that the maximum number of students who will complete the advanced course (the last two years) of the senior division, and thus become eligible for commissions in the Officers' Reserve Corps, is about 5,000. Inasmuch as the R. O. T. C. has been in active operation but three years, only 982 students completed the advanced course in June, 1920. Of these, 483 were 21 years of age or older, and are eligible for commissions. The number of students who complete the prescribed work of the advanced course and apply for commissions in the Officers' Reserve Corps will, of course, constitute the real test of the R. O. T. C. in the colleges and universities. Only experience will demonstrate the extent to which the R. O. T. C. is meeting this national need.

EDUCATIONAL CONCESSIONS TO CHILDREN OF ARMY OFFICERS AND ENLISTED MEN.

In connection with its studies on the cost of living, Army pay, and the amelioration of the financial difficulties of persons in the military service, the morale branch of the War Plans Division of the General Staff has undertaken to make a special inquiry into the scholarships and special funds which may be available in colleges and universities for use in whole or in part by deserving children of Army officers and enlisted men. The motive of this inquiry arose partly on account of the uncertainty of residence of Army people

and the consequent lack of familiarity which they may have concerning the educational advantages of particular institutions of higher learning. On account of the peculiar conditions, including uncertain residence, to which Army people and their children are subject, a number of colleges and universities expressed themselves as willing to offer exceptional concessions to them. These concessions include free scholarships, opportunities for earning expenses, reductions of fees to the same basis as for legal residents, and loans from student loan funds, which will enable such students to earn all or a large portion of their tuition and living expenses.

The morale branch also secured information from as many Army people as possible concerning the number of young persons desiring to avail themselves of these exceptional advantages and the character of the course of study desired. The information was then made available to those persons in a small bulletin, which included a résumé of the entrance conditions, tuition, fees, cost of living, and courses of study at these colleges and universities.

THE CARNEGIE PENSION AND INSURANCE SCHEMES.

On April 22, 1918, the trustees of the Carnegie Foundation divided the teachers of the associated institutions, admitted to the benefits of the retiring allowance system sustained by the foundation, into three groups:

A. Teachers in the service of associated institutions on November 17, 1915, and who reach the age of 65 on or before June 30, 1923.

B. Teachers who were in the service of associated institutions after November 17, 1915, and who will not have reached the age of 65 on June 30, 1923.

C. Teachers entering the service of associated institutions after November 17, 1915, and participating in the contributory plan of annuities maintained by the Teachers' Insurance and Annuity Association of America.

Arrangements were made to pay to persons in groups A and B retiring allowances, varying in amount according to the average salary received during the five years previous to retirement.

Teachers who enter the service of the associated institutions after November 17, 1915 (the date on which the trustees of the Carnegie Foundation passed resolutions looking toward the adoption of a contributory pension plan), and teachers in institutions admitted in the future to the associated list and who are participants in the contributory plan of annuities maintained by the Teachers' Insurance and Annuity Association of America are eligible to the following privileges:

1. There is no fixed age of retirement, since the teacher holds a deferred annuity contract of which he may avail at such age as may be agreed upon by the teacher and his college.

2. The amount of the retiring allowance is based upon the joint contributions of the teacher and his college and their accumulations.

3. The trustees of the foundation have adopted resolutions which, without imposing a legal obligation upon the foundation, state its intention to provide from its income, if necessary, such amounts as may be required to secure to teachers in the associated colleges and universities an average return of $4\frac{1}{2}$ per cent on the payments made by them to the Teachers' Insurance and Annuity Association of America for the purchase of deferred annuities—said sums to be paid at the time of retirement or in case of death.

4. The foundation will grant to such teachers disability allowances upon the following terms:

(a) Disability shall be interpreted to mean total permanent disability as certified by a medical examiner designated by the foundation.

(b) To be eligible to a disability allowance the teacher must have contributed for not less than five years toward an old age annuity and must have been during this period in active service.

(c) When retired on the ground of disability the teacher will assign his annuity policy to the foundation.

(d) The foundation will provide an annuity of two-thirds the amount the teacher would have obtained if he had continued to age 65 average contributions equal to the average of the five years immediately preceding his disability. The annuity payments will continue for life, or in case of death, until the accumulation to the credit of the teacher has been returned to his estate. Annuity allowances will be limited to a maximum of \$3,000, and are subject to discontinuance in case of the annuitant's recovery of health. In case of such recovery the unexpended portion of the contributions made by and for the teacher and their accumulations will remain to his credit.

(e) This disability benefit will not be available, without further action of the trustees of the foundation, to those entering the associated institutions after January 1, 1938. By that time it is believed that accurate information will be available, so that the disability benefit can be included in the regular annuity contract at a rate approximating its actual cost. This can not be done until such information is secured from the experience of teachers in the matter of disability.

5. These benefits are not applicable to teachers in professional departments whose principal work is outside the profession of teaching.

In these provisions it may be noted that the corporation guarantees a return of not less than $4\frac{1}{2}$ per cent on payments made by the teachers in the associated institutions to the Teachers' Insurance Association. Furthermore, it grants disability allowances after five years of service upon the conditions stated in the rules. The corporation also has provided \$1,000,000, the income from which is available to take care of the overhead expense of the association. Inasmuch as the association has no agents, there are no agency fees to be charged to the overhead expenses.

Other than the connections just mentioned the Teachers' Insurance and Annuity Association is a corporation entirely distinct from the Carnegie Foundation. By the conditions of its charter certain distinctions and discriminations are made between institutions of college or university grade. The Teachers' Insurance and Annuity

Association, on the other hand, is incorporated under the statutes of New York to write insurance and annuity policies suited to the college and university teachers of the three English-speaking countries of North America. It will make no discrimination on account of denominational or State control, nor on account of educational standing.

By January 15, 1920, 29 institutions, 23 of which belonged to the foundation's list of 76 associated institutions, had accepted the plans proposed by the Teachers' Insurance and Annuity Association for the provisions of old-age annuities by the joint cooperation of the teacher and his college. In some of these institutions participation in the old-age annuity on the part of those entering after a certain date will be obligatory to the extent of an agreed minimum. In most institutions, however, participation in the contributory plan is optional.

The basis of participation in the contributory plan which the trustees of the Carnegie Foundation voted to accept from associated institutions, November 20, 1918, is as follows:

(a) Each full-time professor, associate professor, assistant professor, or officer of equivalent rank in the service of associated institutions, who does not enjoy the privileges given under the noncontributory plan now in operation, shall contribute annually in monthly installments 5 per cent of his salary toward an old-age annuity contract in the Teachers' Insurance and Annuity Association. In the case of institutions admitted hereafter to the associated list this requirement shall apply to all professors, associate professors, assistant professors, and officers of equivalent rank admitted to the service of the institution after acceptance of participation in the contributory plan.

(b) Each associated institution shall pay a corresponding 5 per cent in the case of any such contributing professor, associate professor, assistant professor, or officer of equivalent rank, provided that the institution shall be under no obligation to begin its payments before the teacher begins his, or to make annual contributions in excess of those made by him.

(c) Each institution shall make a like contribution in the case of any teacher below the rank of assistant professor who has voluntarily accepted a participation in the contributory plan and who has had not less than three years of service as a teacher in a college, university, or technical school.

THE PLACE AND FUNCTION OF FACULTIES IN UNIVERSITY GOVERNMENT AND ADMINISTRATION.

An important report on this subject was published in the bulletin for March, 1920, of the American Association of University Professors.

Part I of the report deals with problems and principles of university government and administration.

What part should the faculty play in the determination of a university's fundamental educational policies: with regard, for example, to the establishment of new educational enterprises, such as new colleges, schools, and depart-

ments of instruction? What part should the faculty have in the selection of deans and president, in the selection and promotion of its own members, and in the making of the annual budget? Should there be explicit provision for representation of the faculty on the board of trustees by way of members elected by the faculty? Or should the faculty be represented by way of faculty conference committees advisory to the board? What is the best form of departmental administration; by permanent headship, or by a committee of professors with a chairman chosen for a limited and short term? * * *

Says the chairman of the committee:

There is room for debate and difference of opinion in regard to specific features in the several details, but * * * there is no reasonable doubt as to the validity of the main principles involved. These are faculty power of initiative and right of consent in all matters of educational policy, faculty participation in the nomination of its own members and officers, provision for frequent interchange of views between trustees and faculty, openness of the faculty to suggestions of educational policy from the trustees; but the responsibility for the use of moneys and the final election of administrative officers and members of the teaching staff to remain with the trustees, since they are the custodians of the public interest in the care and administration of the property and income provided for the conduct of higher education and research.

Part II contains specific recommendations, and an appendix summarizes data in regard to current practice in the principal colleges and universities of the country. The specific recommendations deal with the relations of boards of trustees and faculties, the president and the faculty, deans and faculties, and faculty and budget making, the faculty (*per se*), and the departments. In this connection the report states:

There should be a recognized mode of procedure for the joint determination, by trustees and faculties, of what is included in the term "educational policies." It is difficult to frame in advance a completely inclusive definition of this term. Clearly, educational policies include the following: Standards for admission and for degrees; determination of the proper ratio between numbers of students, of courses and of instructors, respectively; numbers of teaching hours; the establishment of new chairs and departments of instruction, of new curricula and courses; the organization of new administrative units; the promotion of research; provision for publication: the abolition of any established form of educational or research activity; the distribution of income between material equipment and personnel. In the case of doubt or dispute as to whether a given matter is a question of educational policy, the matter should be decided by conference between trustees and faculty representatives and only after opportunity has been given for the faculty to consider and decide its views upon the matter. * * *

The fundamental principle that your committee subscribes to, with one exception, is that in all cases the faculty should have a recognized voice in the preparation of the annual budget. * * *

The president should, however, have the power to make independent budgetary recommendations to the trustees in order to meet special contingencies—such as to fill vacancies on the staff occurring during vacation, to raise a salary to meet an offer from another institution, or to secure a good man; but he should report his action in such cases at the earliest opportunity to the university budget committee. * * *

The faculty should be the legislative body for all matters concerning the educational policy of the university.

Among the standing committees of the general faculty should be a judicial committee of a small number of members, one or more to be elected annually by the faculty to serve for a definite term (or the whole committee to be elected by the faculty when need arises). In the event of the proposed dismissal of a member of the instructing staff, on indefinite tenure of appointment or before the expiration of a definite term of appointment, the member in question should have the right to full investigation by the judicial committee of the grounds alleged for the proposed action. Failure to sustain the charges before the committee should estop dismissal. The judicial committee should report its findings to the president and the board of trustees.

It is stated in conclusion that the committee's information indicates a growing tendency in the better class of institutions to accord to the faculty official participation in the selection and promotion of its own members, in the nomination of deans and presidents, and in the preparation of the budget, as well as in the determination of educational policies; that often trustees who are accustomed to autocratic methods in business and industry oppose a larger faculty participation in university and college government; that in every case where faculty self-government has been tried out for a term of years and under fair conditions, as notably, for example, at Oberlin and Reed Colleges, it has proved a signal success; that where, in the absence of formal and statutory provision therefor, the substance of democratic faculty government is in operation there are usually to be found contented and progressive faculties, but that without the legal form to protect it the substance is liable to vanish with a change of administration.

GENERAL INTELLIGENCE TESTS.

One of the subjects causing an immense amount of discussion among leaders in colleges and universities during the past two years is that of general intelligence tests. The subject was brought into prominence by the extensive use of these tests in the American Army during the World War. The Army tests were the work of a committee of seven well-known psychologists who were called into the service of the Surgeon General's office in the summer of 1917. The tests were first given an official trial in four of the cantonments in August, 1917. Afterwards they were revised and extended to the whole Army. At the signing of the armistice the total number of men examined in the Army was 1,726,966, of whom 41,000 were officers. As a result of the information obtained through these tests over 7,800 men were recommended for immediate discharge as unfit for military duty; 10,014 men for labor battalions or other service organizations; and 9,487 others for further observation and preliminary training. Nearly 30 per cent were found to be unable to "read and understand newspapers and write letters home."

During the war the Army intelligence tests were tried in a number of units of the Students' Army Training Corps scattered in various sections of the country. The results obtained, although by no means exhaustive, seemed to coincide so closely with conclusions regarding the ability of students reached in the usual ways that both military and academic authorities gradually conceded the great value of the intelligence tests. Assuming the approximate accuracy of the results gained from the tests, it also quickly became apparent that the general level of intelligence demonstrated by college students was so much superior to that displayed by the enlisted men in other sections of the Army as to justify the assumption made at the beginning of the Students' Army Training Corps that college students were especially well qualified for training as officers in the Army.

The introduction of general intelligence tests on such a wide scale in the Army set the whole college world to discussing the question as to whether these tests should not be substituted in whole or in part for college entrance examinations and certificates. At Columbia College, New York City, intelligence tests have been instituted as alternative forms of entrance examination. In the fall of 1919, 200 young men, many of whom would probably not have gone to college at all if they had been required to meet the usual entrance requirements, entered the freshman class by way of the intelligence examination. These young men did excellent work during the year. At a number of other higher institutions students who enter by certificate or by the usual entrance examinations are also being required to take the general intelligence tests.

During the two years just closed the intelligence tests have been used extensively in higher institutions throughout the country. In May, 1920, the Bureau of Education circulated a questionnaire asking for information concerning the progress of the tests in colleges and universities. Of the 228 institutions which replied, 124 had used some form of the tests. Not included in this number, however, are 47 additional colleges and universities which are known to have given the examinations. It is probably safe to estimate therefore that about 200 colleges and universities have used them for one purpose or another.

Prof. L. L. Thurstone, of Carnegie Institute of Technology, is chairman of a committee on intelligence tests for the Society for the Promotion of Engineering Education. Under his direction 48 colleges are participating in a series of five special tests and a general intelligence examination given at the time students enter college. Prof. Thurstone describes the work which the committee has undertaken as follows:

We collect considerable information about each student at the time of admission. This information includes such items as age, high-school scholarship,

high-school principal's estimate, college-entrance examinations, the special tests prepared for this investigation, and an intelligence examination. All of this information is tabulated and filed for safe-keeping. When the students progress in their engineering course they will separate in ability. Some will drop out entirely, others will remain as mediocre students, and others will excel. When we have their freshman scholarship available we compare these marks with each type of information that was available at the time of admission. In this way we are able to state the relative predictive value of each type of test with special reference to freshman scholarship.

In order to remove the personal equation as much as possible in the interpretation of our results, we calculate the correlation coefficient for freshman scholarship and each test. If this coefficient is high, the test has predictive value; if it is low, the test is not useful for predicting freshman scholarship. Of course we must realize that freshman scholarship is by no means a final criterion of engineering ability. But we feel justified in using it until other more complete criteria become available. * * *

We have sent out 10,275 sets of test papers and we have reports for 7,069 students on these tests. These records represent 39 colleges that have reported to date.

We wish to emphasize the fact that in order to complete this experiment it is necessary to check up the test scores with reliable measures of engineering success. We now have measures of freshman scholarship. That is a good criterion as far as it goes. But we must continue to check up the tests with the same 7,000 students on their scholarship when they become sophomores, juniors, and seniors. We must also check up the test scores with their engineering success measured in various ways. Then we shall be able to say what kind of test should be given in advising a boy about taking up engineering as a life work.

The purposes for which the tests may be used are, therefore, by no means confined to admitting to or rejecting students from college. Indeed, it is becoming clear that other uses, including the directing of a student's college education, the classification of students into sections, the elimination of failing students, and the assisting of students in the choice of a vocation, are of equal if not greater importance. As yet, however, very little has been done in colleges and universities to make use of the information which has been secured from the examinations. In nearly every institution there is a great need for an organization such as will attack the problem systematically and scientifically, in order that the time of every student may be spent more wisely than is now possible in colleges and universities.

Prof. Edward L. Thorndike, of Teachers' College, Columbia University, who is known as one of the foremost champions of the intelligence tests, reaches the following conclusions concerning the value which may result from the extensive use of intelligence tests in higher institutions:

The facts lead me to think that, hour for hour or dollar for dollar spent, the psychological test for intellect is preferable to the conventional tests for scholarship.

The psychological test gives a somewhat broader and more thorough sampling of the candidate's powers. The difference may be illustrated by the case

of a boy who, after graduation from high school, works in an office or shop for a year or so and then goes to college. He is probably better fitted for college, but is less fit to pass the conventional entrance examinations. The conventional test gives, in particular, a weight to knowledge of foreign languages and of mathematics out of proportion to their significance for success in college and professional work.

The psychological test measures the ability and promise of the candidate more and the amount and quality of his schooling less than the conventional tests for scholarship. Educational advantages doubtless count in the former, and native ability counts in the latter; but, speaking roughly, the one tests primarily the candidate's own reactions to life; the other tests an admixture of these with the skill and assiduity of his teachers, the fiscal status of his parents, and the educational advantages of his community. The psychological test, for example, favors gifted boys with poor advantages. The conventional examination favors rich boys with gifted tutors.

The psychological test acts more positively to select for ability. It advertises the fact that the college will concede to intellect. The conventional examination acts too much negatively, forbidding or at least delaying entrance to those who lack this, that, and the other special ability. Even the short experience at Columbia College seems to prove beyond question that gifted youths whose college education is desirable in their own interest and for the common good will enter college by an intelligence examination who could not enter college by the content examination.

THE NATIONAL RESEARCH COUNCIL.

In April, 1916, at a time when the relations with Germany had grown very strained, the National Academy of Sciences offered its services to the President. The President accepted the offer and requested the academy to organize the scientific and technical resources of the Nation on the most effective basis as a precautionary measure in the event of future war. The academy at once established, under the provisions of its charter, the National Research Council, which undertook to carry out the objects in mind. These objects were set forth clearly in an Executive order May 11, 1918, which at the same time served as a request for making permanent the work which the council had already so well begun:

In general, to stimulate research in the mathematical, physical, and biological sciences, and in the application of these sciences to engineering, agriculture, medicine, and other useful arts, with the object of increasing knowledge, of strengthening the national defense, and of contributing in other ways to the public welfare.

To survey the larger possibilities of science, to formulate comprehensive projects of research, and to develop effective means of utilizing the scientific and technical resources of the country for dealing with these projects.

To promote cooperation in research, at home and abroad, in order to secure concentration of effort, minimize duplication, and stimulate progress, but in all cooperative undertakings to give encouragement to individual initiative as fundamentally important to the advancement of science.

To serve as a means of bringing American and foreign investigators into active cooperation with the scientific and technical services of the War and Navy Departments and with those of the civil branches of the Government.

To direct the attention of scientific and technical investigators to the present importance of military and industrial problems in connection with the war and to aid in the solution of these problems by organizing researches.

To gather and collate scientific and technical information at home and abroad, in cooperation with governmental and other agencies, and to render such information available to duly accredited persons.

The membership of the council consists of representatives from the Government, national and technical societies, and others who can assist materially in promoting the objects of the council.

The council conducts its work through two kinds of divisions—general relations and divisions of science and technology. Under the first is included the Government division and the divisions of foreign relations, States relations, educational relations, research extension, and research information service. Under the second heading are grouped the divisions of physical science, engineering, chemistry, and chemical technology, geology and geography, medical sciences, biology and agriculture, and anthropology and psychology.

During the war the council was necessarily absorbed in the solution of technical war problems. Says Dr. Vernon Kellogg, chairman of the division of educational relations:

Under the general directions of the council, great centers of research throughout the country were kept occupied with Government work. In more than a score of leading universities the scientific laboratories gave feverish attention to problems of military optics, of ordnance, munitions, topography, and food conservation. The council also directed investigations relating to gun defense, dyes, high explosives, smoke screens, wireless telegraphy and telephony, fuel substitutes, detection of submarines, testing of materials, and pathological and medical problems. Associated with the council was also the group of psychologists whose work revolutionized the methods of organizing Army and Navy personnel.

With the close of the war the council rapidly completed the war work in which it was engaged, and on June 30, 1918, severed its direct connection with the Government which it had maintained through the Council of National Defense. Even previous to this date, February 11, 1919, the Council of the National Academy of Sciences adopted a program of activities which the National Research Council has been pushing forward vigorously.

In order to go on with its program, however, it was first necessary to secure adequate financial support. The Carnegie Corporation of New York has authorized an appropriation of \$5,000,000 to the National Academy of Sciences for the use of the academy and the National Research Council. A part of this sum is to be devoted to the erection of a suitable building in Washington as a home for the academy and the council, and the remainder to a permanent endowment. A building has been secured for present headquarters in Washington.

On April 9, 1919, the Rockefeller Foundation placed at the disposal of the council \$500,000, which was to be used during the five years from May 1, 1919, to June 30, 1925, for the maintenance of a system of national research fellowships in physics and chemistry. The General Education Board granted the council \$25,000 for the preparation of mental measurements of school children, and \$10,000 for the carrying on of a survey of the research conditions in the colleges and universities of the country.

Speaking of the work of the council since its reorganization for peace-time work, Dr. Kellogg again states:

We need a great cooperative scientific investigation of food and nutrition; the National Research Council has put it under way. We need far more study on a very wide scale of the problems connected with the preparation and use of fertilizers, of ceramics, of alloy steels, of synthetic drugs. The council has begun this study. There are great scientific problems of direct bearing on our national well-being in connection with public health and sanitation, with forestry, with intensive agriculture. And there are many others which may not at the moment seem to have so tangible a relation to practical affairs, the solution of which may nevertheless serve as the indispensable fundamental basis for future practical use.

The work of the division of educational relations is of particular consequence to higher institutions. This division intends to encourage research along scientific and technical lines throughout the colleges and universities. In order to accomplish this object it was first necessary to secure comprehensive and complete data from colleges and universities concerning the research opportunities and activities at the various higher institutions. This information has been secured by returns from circular inquiries and by personal visits by members of the council's staff. With this information at hand the division is in a position to carry forward its campaign for increased opportunities for research and the training of research workers in the educational institutions.

Ex-President Jacob G. Schurman, of Cornell University, states the situation concerning the necessity of research in colleges and universities as follows, in his annual report for 1918-19:

The absolute necessity of supporting scientific research, and more particularly the necessity of supporting such research in our great universities, is shown by the history of virtually every great achievement in applied science. Consider, for example, the recent remarkable developments in the field of radiotelegraphy and telephony, which have played so important a part during the war, and which promise to be of still greater importance in peace. As a means of communication over great distances the work was begun by Marconi and continued by numerous other able engineers, who in most cases were not university men. But the discovery of electric waves and the study of their properties, which laid the scientific foundation upon which all applications of these waves must rest, were due to such men as Kelvin, Maxwell, and Hertz, professors in the Universities of Glasgow, Cambridge, and Bonn.

One of the most important aids to the surgeon in the treatment of wounds is furnished by the X rays. As a result of the accurate diagnosis made possible by their use, thousands of lives have been saved during the last five years which would otherwise have been lost. Great credit is due to the able surgeons and engineers who perfected the necessary apparatus and used it under the difficult and dangerous conditions of war. But the discovery of X rays is due to Roentgen, a university professor, and came as the culmination of a series of investigations by other university men like Crookes, Hittorf, and Lenard. Without their work, in a field which then seemed to have no possible application to practical life, no one would even have thought of the possibility of such an aid to surgery.

Every great achievement in applied science has essentially the same history. First comes discovery and progress in pure science, then its application to some useful purpose. There can be no applied science unless there is science to apply. Pure science without useful applications is incomplete; but without a basis of pure science applications are impossible.

Coordination of research work at colleges and universities and other research agencies becomes highly important when it is realized that in the present chaotic conditions in this field virtually the same research problems may be in process of solution at two or more places, while others equally important may be largely or wholly neglected. By bringing to notice those research problems which need to be attacked and by acting as an agency to coordinate the work on them the National Research Council will be fulfilling a very important rôle in higher education.

REPORT OF THE CARNEGIE FOUNDATION FOR THE ADVANCEMENT OF TEACHING ON TEACHER TRAINING.

A plea for the greater recognition of the teaching profession is made in the report on "The professional preparation of teachers for American public schools," issued in 1920 by the Carnegie Foundation for the Advancement of Teaching. The report originated in an investigation of teacher-training facilities in Missouri, as requested by the governor of that State in 1914, but the study of the Missouri situation was found to involve a comprehensive examination of the entire teacher-training problem in the United States, and the findings in the Missouri survey are regarded by the foundation as furnishing a valuable index to conditions existing in other parts of the country. According to the report the teaching profession should be placed upon a collegiate footing and organized under a single competent direction as a part of the State university, parallel with medical, legal, engineering, and other similar divisions of higher education. Says the report:

What is really needed is not arbitrary distinctions between normal schools and colleges but an enlightened administration of the State's entire teacher-training function exercised from a single directing body equipped to prepare teachers for all schools as thoroughly as possible.

Normal schools should drop that name, and as professional colleges of education should become an acknowledged part of the greater university whole, simply because they are a part of the State's system of higher education, which is all the term "university" now implies. We would thus secure a unified and centralized authority prepared to deal in a consistent and efficient manner with the State's largest problem in higher and professional education.

The report urgently recommends a closer organization of all higher education within the respective States; the employment of married women in the schools, on the ground that whatever objections may be urged against married teachers are outweighed by the obvious advantage of having in educational work the leading women of the community; and the elimination through equal standards of preparation and ability of the current distinction in prestige between elementary and secondary school-teachers.

REQUIREMENTS FOR THE DOCTOR'S DEGREE.

The Bulletin of the American Association of University Professors for January-February, 1919, contains the recommendations of the association's committee on requirements for the Ph. D. degree. The following recommendations are excerpts taken from the committee's report:

1. There should be a minimum time requirement for the doctors' degree, to be disregarded only in the most exceptional cases. Not less than three years should be thus required, of which at least one year should be in the institution granting the degree.

2. (a) Organized summer school work should be recognized as part of the preparation for the doctorate when conducted on the same plane as work in the regular session, and when of distinctly advanced character. (b) Work in other institutions of substantially equal rank should be accepted at par value. (c) Approval should be given to work done in Government bureaus or similar institutions when a careful scrutiny of the situation indicates that conditions are substantially equivalent to those of properly organized university work. The committee believes that such work would often have to be accepted at some discount, and to a limited extent. (d) The committee has expressed approval of the encouragement of migration, but no satisfactory methods for promoting it have thus far been discovered.

3. A sharp distinction should be made between admission to the graduate school and admission to candidacy for the doctor's degree. The first should depend upon the presentation of a standard bachelor's degree, or in the case of foreign students of some unquestionable equivalent. Admission to candidacy should involve in addition written assurance by the head of the department in which the candidate desires to do his major work that he deserves the opportunity to secure the degree.

4. The committee disapproves the acceptance of correspondence work as satisfying any part of the requirements for the doctor's degree.

5. French and German should both be required of candidates for the doctorate, efficiency to be tested at least one year before the conferring of the degree. Other languages will often be necessary also. * * *

8. The doctor's degree should be conferred only upon persons of unusual intellectual endowment with unequivocal capacities for research.

9. In general it may be said that the committee favors the publication of at least so much of the thesis as would adequately represent the methods and results. The committee is divided in its opinion regarding the requirement that the university should share the cost of publication with the candidate.

10. The examination: More than one department should always be represented on the examining committee. Both oral and written examinations should be given. Preliminary examinations should be held at a considerable period in advance of the final examination as a protection both for the candidate and the institution. The final examination should cover the capacities of the candidate in the widest possible way, with distinct emphasis, however, upon the subject of the thesis.

THE AMERICAN COUNCIL ON EDUCATION.

The American Council on Education was established early in 1918 at a time when the war situation was perplexing college and university executives. Its purpose was to provide a channel through which the Government and the higher institutions of the country could approach one another in an informal way for the most effective use in the Great War of the resources and personnel of the colleges and universities. The council was composed of representatives from the great national educational associations. It established headquarters in Washington where, in addition to serving as a mediating agency between the Government and higher institutions, it undertook a variety of activities, among others to stimulate attendance at higher institutions, until the inauguration of the Students' Army Training Corps removed the necessity for this campaign.

The council also early interested itself in the relations of American higher institutions with similar institutions among the allied countries. The purpose was through a widespread exchange of information concerning the activities, condition, and spirit of American and foreign higher institutions, respectively, to build up a greater and more intelligent appreciation of one another. One of the ways in which this ideal was carried out was through the visit in the autumn of 1918 of the British Educational Mission. This mission was composed of a distinguished body of university scholars, who visited a number of centers of higher education in the Eastern and Middle Western States, where they conferred with American college and university scholars. The council had charge of the entertainment of the mission.

The close of the war raised the question as to whether the council ought to be continued. A meeting was held in Cambridge in December, 1918, where it was decided that there was continued need for such a central agency in order to unite the counsel of the several national educational associations on numerous post-war problems. Accordingly, a plan of financing the organization through membership fees from the constituent organizations and from the col-

leges and universities was adopted. In May, 1919, Dr. Samuel P. Capen was chosen director of the council. He began his duties in the following December.

The character and objects of the council are set forth by the director as follows:

The American Council on Education is the central organization in which the great national associations are represented. Its general object is to promote and carry out cooperative action in matters of common interest to the associations and to the institutions composing them. It has three classes of members, constituent, associate, and institutional. The constituent members are 16 national educational associations. Each is represented by three delegates who vote as a unit at meetings of the council through a designated person. Associate members are educational or scientific organizations having interests related to the work of the council. Associate members may send one representative each to the meetings of the council without right to vote. Institutional members are colleges, universities, professional and technical schools, contributing not less than \$100 a year to the treasury of the council. Each may be represented by one delegate at meetings of the council without right to vote.

Sixteen national educational organizations have become constituent members of the council and 11 associate members. There are 120 institutional members. The council performs a large part of its work through committees. Considerable attention has been devoted to the educational features of the various bills now in Congress, particularly the Smith-Towner bill. Digests of arguments for and against this bill were circulated among the higher institutions and an attempt made to secure from them a referendum of opinion on this measure.

A committee of the council has also prepared tentative plans for the admission of holders of French degrees and certificates to American institutions. If this basis is accepted by the colleges and universities, it will be a step in standardizing the treatment of foreign students. The council also proposes to take up the same matter respecting degrees and certificates from other foreign countries.

Early in 1920 the Association of American Colleges transferred to the council the administration of the scholarships granted by American colleges to French girls and the selection of the young women who attend French institutions on scholarships provided by the French Government. In 1919-20, 182 French girls were attending higher institutions in this country on scholarships and 20 American women went to French lycées on scholarships. The French Government has also recently offered 16 graduate scholarships and fellowships at the Universities of Bordeaux and Toulouse to American young men. The council will select the candidates who will be awarded these scholarships and fellowships.

THE INSTITUTE OF INTERNATIONAL EDUCATION.

The Institute of International Education was established February 1, 1919, by the Carnegie Endowment for International Peace. Its aims, as set forth in the first annual report of the director, are "to develop international good will by means of educational agencies and * * * to act as a clearing house for information and advice for Americans concerning things educational in foreign countries and for foreigners concerning things educational in the United States."

An administrative board, composed of representatives from the colleges and universities from the international fields of education, such as law, medicine, finance, journalism, and commerce, is responsible for the policy of the institute. The institute has established close relations with the American Council on Education in this country and with representatives of the American University Union, the University Bureau of the British Empire, the Office National des Universités et Écoles Françaises, and other organizations abroad.

In carrying out the purpose for which it was founded the institute arranged for a number of foreign scholars to visit all parts of the United States. It has also assisted materially in the entertainment of other scholars and educators, such as the Chinese Educational Mission, which spent several months visiting schools and colleges of all types in the United States. In addition to this, the institute circulated an inquiry among the faculties of higher institutions in France and Great Britain requesting information as to what persons would be willing to accept temporary appointments at American colleges or universities. From the replies which were received a list of available persons was compiled and distributed to higher institutions in the United States.

On the other hand, an attempt is also being made to locate American professors abroad in temporary appointments by paying the traveling expenses of a selected number of professors who are on sabbatical leave from their institutions.

In making available information about educational conditions in various countries for the benefit of students the Institute of International Education has already published two very useful and valuable handbooks entitled, respectively, "Opportunities for Higher Education in France" and "Opportunities for Graduate Study in the British Isles." At the same time information has been obtained and distributed regarding the fields of study open to American graduate students at British universities and the number of such students who can be accommodated at each institution.

All these activities will undoubtedly do much to build up a spirit of cooperation among the educated men and women of the world.

The exchange of foreign and American professors and students on a fairly large scale is bound to produce a more catholic spirit and a more tolerant international attitude. which, as everyone knows, is the basis of international peace.

In this connection it should be noted that the Committee on Friendly Relations among Foreign Students, in December, 1919, issued a directory of foreign students in the United States, which contained the names of 6,636 students attending 466 of the higher institutions in this country.

INTERNATIONAL FELLOWSHIPS AND SCHOLARSHIPS.

The Institute of International Education has also lent its encouragement to the establishment of fellowships and scholarships for the exchange of students between the United States and foreign countries. In addition to the provisions made for the exchange of French and American students already mentioned, there are a number of other similar arrangements. For instance, the American-Scandinavian Foundation has established 40 scholarships, mostly for graduate work, worth \$1,000 each, through which 20 American students are sent to Scandinavian countries and 20 Scandinavian students are received in American higher institutions. The San Francisco Chamber of Commerce has agreed to provide five scholarships for Chilean students in the United States. The Society for American Fellowships in French Universities has established 25 fellowships worth \$1,000 each, to be awarded to graduates of American colleges for advanced study and research in French universities. They are granted for one year, but may be renewed for a second year. The Committee for Relief in Belgium Educational Foundation will send 33 Belgian students to American universities on scholarships during the academic year 1920-21.

During the year 1919 the Rockefeller Foundation provided fellowships and scholarships for 85 persons, including 57 from China, 5 from Brazil, 4 from Czechoslovakia, and 1 from Salvador, at American colleges and universities for the study of medicine and public health. The foundation has not adopted an inflexible system of granting fellowships, but has been guided solely by the possibilities for noteworthy service which might be rendered by the holders of the fellowships.

Under the supervision of the International Serbian Educational Committee there are over 50 young Serbian students, divided about equally between young men and young women, studying at American colleges and universities.

THE RHODES SCHOLARSHIPS.

On account of the suspension of elections to the Rhodes Scholarships during the war, double the usual number of scholars will be elected in September, 1920. Thereafter the regular number, 32, will be chosen annually.

A new method of selecting the holders of the scholarships has been adopted. As was the case previous to the war, each State has a committee of selection which chooses the successful candidates subject to the confirmation of the trustees of the Rhodes scholarships. The change in the method of selecting the scholars is as follows:

Candidates must in the first instance be selected by their own college or university. The method of doing this is left to each institution. Institutions with a total enrollment of less than 1,000 students may be represented in the competition for any one State by not more than two candidates; those with from 1,000 to 2,000 students by not more than three candidates; those with more than 2,000 students by not more than four candidates. In States where elections are to be made this year both for 1920 and for 1921, institutions may be represented by twice the number of candidates that would be allowed were only one appointment to be made. Institutions should select their representatives on the basis of the qualities which will be considered by the State committee in making the final selection. These are: (1) Qualities of manhood, force of character, and leadership. (2) Literary and scholastic ability and attainments. (3) Physical vigor, as shown by interest in outdoor sports or in other ways.

The qualifying examination formerly required of all candidates for the Rhodes scholarships has been abandoned. The abandonment of this examination does not grant to Rhodes scholars exemption from examinations required by Oxford University for any of its degrees. Under recent regulations, however, holders of an "approved" degree from an "approved" university, with three years' residence at the university in question, can obtain "senior standing" and exemption from all examinations (including any examination in Greek) prior to the final honor schools. No list of approved universities is published. Applicants are required to submit their records with a view to the determination of their standing.

Before the war the annual stipend of £300 was ordinarily sufficient to pay all the expenses of the Rhodes scholars. The depreciation in the purchasing power of money, however, has made it necessary for the recipients of these scholarships to be able to supplement the stipend to the extent of £50 per annum. It is hoped that this change in the financial value of the scholarships will not discourage enterprising and capable young men from offering themselves as candidates. The resumption of the practice of awarding the scholarships in this country will no doubt continue to be an important factor in fostering the spirit of international friendship between the United States and Great Britain. This spirit so ardently desired by the founder of the scholarships was manifested in a splendid way during the Great War.

INTERNATIONAL EDUCATIONAL CONFERENCES.

One of the direct results of this international interest in higher education was the conference of American and British professors of English held early in July, 1920, in London. At this conference 17 delegates from the leading American universities joined with nearly a hundred representatives from British universities in a very profitable discussion of their mutual problems.

Another important conference was that of the International Federation of University Women, also held in July in London. This federation was founded for the purpose of promoting close contact among college women of various countries by establishing traveling fellowships; by making provisions for the exchange of professors, lecturers, and students; and by establishing clubhouses and other centers of international hospitality.

At the London conference representatives were present from a large number of countries, including the United States, Great Britain, Spain, Italy, Holland, the Scandinavian countries, France, Belgium, and Czechoslovakia. Considerable attention was devoted to the educational opportunities open to women in the several countries. A constitution was adopted and plans made for establishing a central office in London to act as a coordinating agency for the committees on international relations located in each of the countries which are members of the federation. It is planned to hold the next international conference in the summer of 1922.

THE INTERNATIONAL UNION OF ACADEMIES AND THE AMERICAN COUNCIL OF LEARNED SOCIETIES.

In March, 1919, the French Academy of Inscriptions and Belles Lettres, taking into account the movement in the field of pure and applied science, which ultimately resulted in the International Research Council, invited the leading academies and learned societies of the allied nations to send representatives to an international conference to be held at Paris during the following May. The object of the conference was:

(1) To establish, maintain, and strengthen among the scholars of the allied and associated states corporative and individual relations which shall be sustained, cordial, and efficacious, and which shall, by means of regular correspondence and exchange of communications and by the periodical holding of scientific congresses, make for the advancement of knowledge in the various fields of learning.

(2) To inaugurate, encourage, or direct those works of research and publication which shall be deemed most useful to the advancement of science and most to require and deserve collective effort.

Delegates from several countries, including the United States, attended the conference. A plan for the establishment of an International Union of Academies was drawn up and later adopted at a second conference, at which there were representatives from 11 countries. The new organization is called Union Académique Internationale, and it proposes to bring about "cooperation in the advancement of studies by means of collective researches and publications in the fields of the philological, archæological, historical, moral, political, and social sciences."

The governing body of the Union Académique Internationale is the "Committee of the Union," which is composed of two delegates from each of the participating countries. The headquarters of the union are located at Brussels, where occur the meetings of the delegates which are held at least once a year. At a meeting in May, 1920, officers were elected. At that time the following countries had been admitted to membership: Belgium, Denmark, France, Great Britain, Greece, Italy, Japan, The Netherlands, Norway, Portugal, Rumania, Russia, Serbia, Spain, and the United States.

The organization of the International Union of Academies immediately raised the question as to how American scholarship was to be represented in the new body. In the United States there is no academy similar to the British Academy and others maintained in European countries. Obviously it did not appear possible or perhaps desirable to undertake at once the creation of such an academy. Instead it was decided at a meeting of representatives from 10 of the learned societies, held in Boston, September, 1919, to recommend the creation of the "American Council of Learned Societies." The representatives thereupon drew up a constitution, which has subsequently been ratified. The constitution provides that the council shall be composed of two delegates from each of "the national learned societies of the United States which are devoted by scientific methods to the advancement of the humanistic studies." Eleven such learned societies have so far accepted membership in the council.

The Council on Learned Societies will name and instruct the delegates to the meetings of the International Union of Academies. It will also, if its resources permit, undertake the compilation and publication of exhaustive collections and studies in the field of the humanities.

THE AMERICAN UNIVERSITY UNION IN EUROPE.

On June 18, 1917, alumni from 10 of the principal American higher institutions met in Paris and formed the American University Alumni Association of France. The objects of this association were

"to cooperate in all proper ways with university authorities in the United States for the general well-being of American university and college men who come to France." A short time before this meeting the Yale Bureau in Paris was authorized, its object being "to supply a headquarters in France for Yale graduates, students and prospective students, and their friends."

These two movements were typical of a widespread feeling among college men that more suitable accommodations should be made for them while they were abroad in military or other service. Many conferences were held in the United States with officials of war service organizations, and finally in 1917, at a meeting of representatives from 15 leading universities at the University Club in New York City, plans for the organization of the American University Union in Europe were adopted. Five men composing a small executive committee went to Europe for the purpose of establishing branches of the union at several prominent European centers. The efforts of the American University Alumni Association in France and of the several individual college bureaus were immediately merged with those of the union. The representatives of the individual bureaus used the headquarters of the union and contributed powerfully to its success.

The union undoubtedly performed a great service for American college men in Europe during the period of the war. In his report for the year ending July 1, 1919, George Henry Nettleton, the director of the union, sums up the war work of the union as follows:

Organized primarily to meet the needs of American college men and their friends in service in the cause of the allies, the union through its various offices enrolled up to July 1, 1919, about 35,000 American college men, representing over 530 American institutions of learning. During the course of the war over 80 men and women shared in the regular work of its various staffs and bureaus. Many of them were American college professors given special leave for this overseas service. About 30 different American institutions were represented on the various staffs, advisory councils, and committees of the union in Paris, London, and Rome. The union was thus, both in the personnel of its overseas organization and in the constituency which it served, broadly representative of American colleges.

The service of the Union was essentially democratic. Its doors were open at all times to all American college men and their friends. It recognized no distinctions of rank, offering to officers and men alike the same general advantages, the same personal service, and giving to both opportunities, almost unique during the war, of meeting on common ground. The union in Paris developed special war facilities, such as those of purchasing, canteen, and banking departments, for the common benefit. Its rooms and restaurant, its entertainments, and its annual holiday dinners at Thanksgiving, Christmas, and New Year's were open equally to men of all colleges and of all ranks. At the offices and social headquarters of the union in London and Rome the same spirit prevailed.

The officers of the union also assisted quite materially, after the signing of the armistice, in locating the 2,000 American army students who were given leaves of absence to study at British schools and universities.

While the American University Union was in its beginning largely a war service organization it was recognized at the outset that it could perform an important peace-time service for the hundreds of American students and professors who study from time to time in European centers. Accordingly the board of trustees of the union re-defined the object of the organization as follows:

The general object of the union shall be to serve as a bond between the universities of the United States and those of European nations, especially by encouraging the attendance and advancing the welfare of American students (including both men and women) at the universities of France, Great Britain, and Italy, in such ways as the trustees may see fit.

The early plan of financial support also necessarily came in for considerable change. During the war the union had been maintained about equally by dues received from 130 colleges and universities and by voluntary subscriptions from interested persons or organizations. The amount collected in these two ways for the year ending August 31, 1919, was \$41,588.

Under the new plan of organization the trustees of the union will be appointed by the large higher institutions, by certain higher education associations, and by the trustees themselves. The directors of the American Council on Education and of the Institute of International Education, with whom the union works in close cooperation, are ex officio trustees. Dues from subscribing colleges and universities, ranging in amount from \$100 to \$500 per year according to the number of their graduates, continue to be one of the chief sources of support. However, the union is also endeavoring to raise an additional fund of \$300,000 for current expenses, permanent endowment, and the erection and endowment of a *Maison des Etudiants* in Paris.

The plan for building a *Maison des Etudiants* in Paris is the direct result of a very generous and valuable gift of land in the center of Paris made to the union by the municipal council of Paris. The site for the proposed building is located in the very center of the city and in easy walking distance of the important higher institutions. Until the "Maison" is erected the officials of the Paris branch of the union will continue to occupy temporary quarters in which they will serve American college men and women.

In May, 1919, the offices of the union in Rome were discontinued and the interests of the union turned over to the director of the American Academy in Rome. For the present, at least, it is planned

to maintain only the Continental division in Paris and the British division in London.

In London officers of the union have been particularly fortunate in obtaining quarters in the same building with the Universities Bureau of the British Empire, where also may be found the Office National des Universités et Écoles Françaises. Besides affording facilities for easy cooperation with these organizations the location of the union enables students to have easy access to the British Museum and other centers of educational interest in London.



DEPARTMENT OF THE INTERIOR
BUREAU OF EDUCATION

BULLETIN, 1921, No. 22

STATE LAWS
AND REGULATIONS GOVERNING
TEACHERS' CERTIFICATES

By

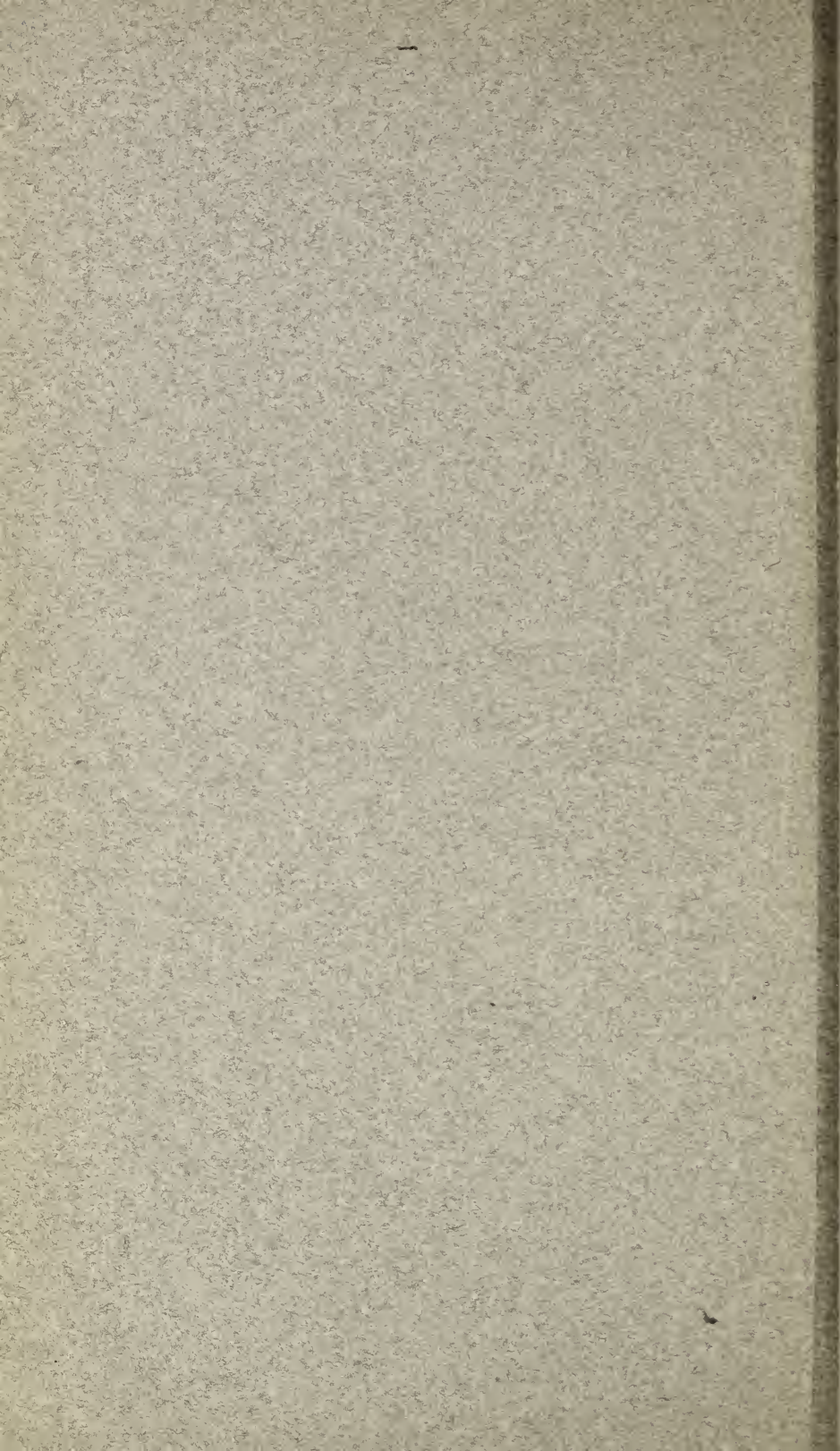
KATHERINE M. COOK

SPECIALIST IN RURAL EDUCATION, BUREAU OF EDUCATION

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STATE LAWS AND REGULATIONS GOVERNING TEACHERS' CERTIFICATES.

INTRODUCTORY STATEMENT.

It is the purpose of this study to present information as complete as possible concerning the laws and regulations which govern the issue of teachers' certificates in the United States in so far as they are regulated by State legislation or State administrative departments. Licenses to teach issued by city boards in accordance with regulations prescribed by them are not included in this study; all other licenses to teach in the public schools of the United States are. Diplomas or certified statements of educational institutions which have the force of licenses to teach and such city certificates as are issued according to regulations set forth in the acts of State legislatures concerning other certificates or in rules of State boards of education are included. It is not considered within the scope of this study to analyze the laws relating to city certificates or to set forth the regulations prescribed by city boards of education. Nor is it possible to analyze the regulations governing courses leading to preparation for teaching given by the various institutions or approved by certifying boards or the methods pursued in examining teachers for certification in the different States. The former are given when prescribed by hours and subjects in the law itself or in regulations of the State boards as prepared for distribution. In other cases they are merely referred to as institutions or courses approved by the State department. Examinations are described by subjects and grades usually, or so as to conform with the methods used in the laws or regulations.

The method used to present principal regulations and summary tables follows, in part, that used by the Bureau of Education in previous studies, the last one made in Bulletin No. 18, 1911. This course is followed in order to facilitate comparison by persons interested in the evolution of legal certification in the United States as well as to present the present status of certification. The fundamental purposes of the study are:

- (1) To furnish information concerning legal provisions governing the issuance of certificates to teach in all the States.

- (2) To furnish data for comparison among States and facilitate recognition of certificates in cases in which similar or equivalent qualifications are demanded.

(3) To point out the trend in progressive legislation concerning teachers' certificates and promote standardization for the United States.

(4) To facilitate study and comparison of the standards set up by the several States.

The most important facts relating to teachers' certificates are contained in statements given on pages 39 et seq. These have been examined and corrected by the State departments in all cases. They are corrected to include changes in regulations or legislation up to December 1, 1919, but not later. The terms used are those given in the law or in the regulations of the State board. Licenses, diplomas, permits, and certificates are used in different States. When general reference is made, all are usually referred to as "certificates."

To avoid repetition, the following facts are assumed as universally accepted. Every teacher must be of good moral character. Experience, when required, is assumed to be successful experience. The nature and effects of alcoholic stimulants and narcotics are included in the study of physiology and hygiene. A standard high school is one requiring four years of work beyond the elementary school. A standard normal school requires high-school graduation for entrance and gives two years of work of college grade. A standard college is one which maintains a four-year course and requires the completion of four years of high school for entrance. Approved schools are those which meet requirements of State boards or State departments of education. The terms used in the law are repeated in the outlines as far as possible. In most cases the certificates are arranged according to duration, though there are sometimes exceptions to this. State certificates precede county certificates, which precede local certificates. Supervisory and administration certificates precede high-school certificates, and high-school certificates precede those for elementary schools and kindergartens. Special and temporary certificates usually follow all others.

HISTORICAL SKETCH.

Certifying authority.—The power of certifying teachers was vested in local authorities first in practically all the States. This was indeed a matter of necessity and convenience and followed precedent set by the earliest settlers of New England and New Amsterdam. The early State and county authorities had neither a sufficient number of assistants to carry out such authority if granted, nor traveling allowance and other requisites for effective enforcement of regulations over any extended amount of territory.

New York was among the earliest States to establish State certification, but it did not always exercise the legal authority granted. The authority to issue certificates was given the State superintendent

in 1843. After 1847, when the office of county superintendent was abolished, it was exercised by State and town superintendents. In 1856 certificates were issued by both local school commissioners and the State superintendent, but the latter was empowered to prescribe the regulations under which they were issued. It appears therefore that the power to control certificates was centralized, but the authority was not exercised, extensively at least, until 1888.

Centralization of certification in New York developed about as follows: From 1795 to 1812, qualifications were determined by the town commissioners; 1812 to 1841, the town commissioners and three inspectors examined and licensed teachers; 1841 to 1843, town commissioners and two inspectors performed these duties. From 1843 to 1847, the town superintendent, county superintendent, and State superintendent all were authorized to examine teachers, while from 1847 to 1856, State and town superintendents only controlled certification. From 1856 to 1888, county school commissioners had authority to examine teachers and issue certificates for their districts, while the State superintendent prescribed rules under which they were granted, and issued certificates valid throughout the State. In 1888 the certificating authority was centralized by the State superintendent and the county commissioners, who voluntarily used questions and followed rules prescribed by the State superintendent. In 1894 a law was passed which removed all doubt concerning the authority of the State superintendent in this respect by prescribing that commissioners examine teachers only under rules prescribed by the State superintendent and with the use of questions furnished by the State department and examined by a board of examiners in the State department. Thus uniformity and centralization were complete. In 1899 the supervision of teachers' classes passed to the State department, thereby centralizing and coordinating all agencies concerned with the preparation and licensing of teachers. Virginia, Montana, and Idaho are other States with similar systems. Some other States, however, accomplish similar results by requiring applicants for certificates to complete "approved" courses in teacher-training institutions, or through representation of the State superintendent on the governing boards of teacher-preparing institutions.

Missouri and Indiana in 1824 legalized the examination of teachers by district visitors and township trustees, respectively. Later, in 1837, Indiana provided by law for "a selective estimate and ranking of teachers of the county by three examiners in each county appointed by the circuit court." In 1847 the State common-school convention "demanded some standard of qualifications and corresponding compensation for teachers of the State." Five years later, under provisions of the law of 1852, the certification of teachers was made one of the duties of the State superintendent of public instruction, to

be performed by himself or deputy. Few deputies were appointed immediately. The law of 1861 modified that of 1852 in such a manner that one examiner was appointed in each county by the board of county commissioners for a term of three years. These officers also granted licenses on public examination, exacting therefor a fee of \$1. In 1873 the county commissioners became—by name and duties prescribed—county superintendents and assumed the responsibility of examining teachers. In Indiana thenceforth the two systems of examination, county and State, developed together; the county superintendent issued certificates of county-wide validity and the State superintendent those which were State-wide.

In Michigan the first law provided that teachers should be examined and certificates given by township boards of school inspectors. These boards were replaced in 1867 by county superintendents. The same law (of 1867) granted authority also to the State superintendent of public instruction to issue certificates good in the State. It was repealed temporarily, but was reestablished in 1897 and still is in operation.

In Pennsylvania the authority to grant certificates was given first to town committees elected by the people in much the same way as and with duties and powers similar to those in New England. This authority was transferred to county and State superintendents in 1854, where it has since remained. These three States, Indiana, Michigan, and Pennsylvania, retain the State and county systems at the present time, though in Indiana the State controls and in Michigan it exercises partial control over the issue of certificates.

Many of the States, particularly the older ones, had a development similar to those given. A few, like Arizona, established State centralization of the certificating powers with Territorial organization. Others are just reaching this period of development after unsatisfactory experience with more localized and less efficient systems. A few States continue the State-county system, and two still give local authorities full power to pass on the qualifications of teachers. In general, the development is about as follows: Beginning with local district or township inspectors or examiners, the certificating power passed into the hands of county superintendents. As State departments of education were definitely established and assumed importance and prestige, more and more educational power was granted them. Higher efficiency and more unified requirements were secured under these new conditions by including among the legal duties of the State department that of granting certificates of State-wide validity, and that of influencing or controlling the whole matter of certificating teachers. The continuous tendency toward centralizing the certificating power from 1898 to 1919 is shown in Table 1, which summarizes information on this subject in this and previous studies made in the Bureau of Education.

TABLE 1.—*Showing tendency toward centralization of certificating authority in State departments of education.*

Kind of system.	Number of States. ¹			
	1898	1903	1911	1919
State systems (State issues all certificates).....	3	5	15	26
State-controlled systems (State prescribes rules, gives questions, and examines papers; county authorities issue some certificates).	1	(²)	2	7
Semi-State systems (State makes regulations and gives questions; county authorities issue certificates and correct papers).	17	(²)	18	10
State-county systems (both issue certificates; county retains full control over examination for one or more certificates).....	18	(²)	7	3
County system (county issues all certificates)	4	4	1	0

¹ Temporary and emergency certificates and permits not included.² No data.

Qualifications required for certificates.—During the colonial period the requirements for teachers' certificates were very meager and indefinite, though some were always exacted. In New York, during the period of Dutch colonization, teachers were licensed by civil and ecclesiastic authorities. No one was allowed to teach without a license so obtained. During the English control, 1683 to 1689, it was decreed that "no schoolmaster should teach without a license from the Archbishop of Canterbury or from the Bishop of London." That requirements under either régime were not rigid is illustrated by the case of Johannes von Gilder, who was tolerably "well acquainted with reading and writing; so it happened that several of the principal inhabitants advised and encouraged him to open a public school." He then petitioned and was granted the privilege of "keeping school."

In New England, as in New York, the character of the requirements was in some cases purely religious, some special form of religion being a prerequisite. In others, nationality was the determining factor, and in others academic proficiency was the desideratum. In Connecticut and New Jersey it was decreed at least as early as 1714 that selectmen should examine teachers as to their qualifications. Little is said as to the nature of these. The New Hampshire schoolmaster, like that of Massachusetts, must be "discreet of conversation and well versed in tongues." This regulation was in force in 1647.

The Massachusetts law of 1701 required every grammar schoolmaster to be approved by the minister of the town and the ministers of two adjacent towns. According to the law of 1712, schoolmasters must secure the approbation of the selectmen of the town. Later, in 1789, it was required that masters of schools must be graduates of a college or university, though a certificate of proficiency from some learned minister might be taken in lieu of this. Still later, in 1827, a certificate of qualification from the town school committee was necessary before any teacher could be employed. The system of town certification of teachers still prevails in Massachusetts.

When States and Territories were organized, the laws prescribed qualifications more definitely. In New York, from the beginning of its organization as a State, qualifications of some sort were exacted. By the act of 1795 the town commissioners were required to determine qualifications, though these are not specified and were probably left to their own judgment. In 1812 we find that a commission appointed by the governor to report on a system for reorganizing the common schools recommended that, "as an impediment to bad men getting into the schools, it is made the duty of two town inspectors to inquire into the moral and literary qualifications of the candidates for the place of teacher." The legislature in the same year passed a law in accordance with the recommendations which "established the principle that all teachers should possess moral character and certain scholastic qualifications." In 1841, when the county superintendency was established, the county superintendents were required to examine candidates and issue certificates of qualification. Testimonials of moral character and examinations testing ability to teach and "learning" were required. The latter included spelling, arithmetic, geography, history, and English grammar. In 1843 the State superintendent was authorized to issue certificates on "such evidence as may be satisfactory to him." Later it became lawful and customary to issue certificates upon the recommendation of local superintendents and school commissioners. Though the law of 1856 empowered the State superintendent to prescribe rules under which certificates might be issued, the power was not exercised. In 1888 a demand for a change in the existing methods of certifying teachers was caused by the fact that political pressure was being used to secure certificates. It was believed that instituting a definite, uniform method of examination under control of the State department would prove an effectual way of securing higher standards. The use of uniform questions, at first voluntary, was later made obligatory; and subjects, questions, and grades for examination were prescribed by the State superintendent. It is interesting to note that, in the first uniform examination in 1887, not alone questions but answers were furnished, and a circular sent showing the amount of credit to be given for each question. The subjects given were arithmetic, geography, grammar, physiology, general questions, American history, civil government, methods, school law, and algebra. Three grades of certificates were given. The law of 1887 provided for granting certificates to college graduates with experience. The normal diploma had been recognized as a State certificate since 1849, but did not secure exemption from local examinations in all cases.

In Michigan township inspectors licensed teachers until the county superintendency was established in 1867. The law provided that candidates for teachers' certificates should be examined in the

"several branches as usually taught in the primary grades, their moral character and their ability to teach and govern school." No branches or grades of certificates were named, and the opinion of the inspectors was sufficient. In 1867, under the provisions of the county superintendent's law, applicants were required to be examined in orthography, reading, writing, grammar, geography, and arithmetic. Three grades of certificates were granted, good for from six months to one year in the county.

In colonial Pennsylvania, though the custom of employing preachers as teachers and assuming their ability, was quite general, there is one early instance of a license requirement. Thomas Macon in 1693 was "told that he could not keep school without a license and was ordered to procure a certificate of ability, learning, and diligence." The first instance of stipulating subjects for examinations is found in the State law of 1834, according to which no certificate of qualification should be given by the inspectors to any person unless he was found qualified to teach reading, writing, and arithmetic. The Pennsylvania law of 1849 required teachers to hold a certificate enumerating the branches that they were capable of teaching, signed by a majority of the board of directors. These certificates were good for one year and renewable annually. The policy of issuing different grades of certificates of different duration was adopted in 1854 by a committee of county superintendents. The law of 1867 provided that no teacher should receive a certificate who did not possess a fair knowledge of orthography, reading, writing, geography, English grammar, arithmetic, history of United States, and theory and practice of teaching. Wickersham says of this law:

It was not expected that many teachers could pass an examination in the theory of teaching or even that many superintendents should be able to conduct such an examination, but it was thought that the time had come when all concerned in the work of education should begin to study the principles of their profession.

In Indiana the examination given by township trustees covered the subjects of reading, writing, and arithmetic, with an occasional branch added if petitioned by patrons. The test was simple and certificates often might be had for the asking. In theory, the qualification of teachers was recognized. In practice, little discrimination was made. Teachers having been examined "touching their qualifications and particularly as respects their knowledge of the English language, writing and arithmetic," were employed and entered into "articles of agreement." Not until 1865 can it be said that the examining and licensing of teachers received systematic and dignified consideration. In that year the branches in which examinations were required were first specified and the duration of licenses fixed. These were of four grades, good for 6, 12, 18, and 24 months. The six common branches were required by this law: Physiology, history

of the United States; elementary algebra; physical geography and elementary botany; elements of rhetoric and mental and moral science; Constitution of the United States; and the State school law. In 1871 in Indiana the State board of education began the monthly preparation of questions upon the six legal branches and sent copies to the examiners of the several counties for use in the examination of teachers. This practice, while not obligatory, was almost universal. Two grades of State certificates were provided for the first grade, requiring history and zoology, in addition to the requirements for the second grade. In 1883 Indiana provided for a "professional" license, granted upon examination prescribed by the State board. Papers were graded and licenses issued by the State board of education.

These instances are reasonably typical of the development of scholarship requirements for certification in other States. From exceedingly indefinite requirements each State passed first to the stage in which language, writing, and arithmetic were required. Grammar, geography, physiology, United States history, and finally theory and practice of teaching were added as time passed. From the establishment of the first normal school in 1839, professional preparation for teaching became more and more common. Demands were increasing that certificates without examination be given to graduates of professional schools. In some States, Pennsylvania, for example, certificates were granted to normal graduates even before the power of certification was given to the State board or the State superintendent. By 1873 the discussion of such a certificate thought of as a "professional license" had become quite general, and a number of States recognized the demand in certification laws or in practice. The inclusion of the theory and practice of teaching as one of the subjects for examination by Pennsylvania, referred to above, became a custom among many States, and gradually other professional studies were added. The rapid growth of the recognition of professional and academic study as preparation for teaching is shown by the fact that, by 1897, 28 States recognized graduation from normal schools and universities as evidence of qualification for certification without examination. Data are given in Table 2 showing requirements of this nature prescribed by the different States at the time each of four investigations was made by the Bureau of Education.

TABLE 2.—*Growth of recognition of academic and professional attainments in legal requirements for certificating teachers.*¹

States in which—	1898	1903	1911	1919
Professional training is recognized as basis for granting one or more certificates.....	29	33	42	47
Professional subjects are included in examination for certificates (all grades or lowest grade).....	17	40	42	46
Professional training is prerequisite for certificates of the lowest grade.....	0	0	2	17
Graduation from standard high school ² is prerequisite for certificate of lowest grade.....			1	11
Graduation from high school and some additional professional training is prerequisite for lowest grade certificate.....			1	4

¹ Emergency or temporary certificates are not considered in this table. Certificates deemed of this nature include a "third grade special" certificate in Wisconsin, where the regular third grade certificate requires 6 weeks of professional training; also a third grade "special" certificate issued in Idaho.

² Missouri and Kansas require high-school graduation for some but not the lowest county certificates. The New Jersey law requiring high-school graduation (4 years) did not become effective till 1914, though passed in 1911.

AGENCIES WHICH ISSUE CERTIFICATES.

Teaching certificates are issued by State, county, and local (town, district, or city) authorities. In this study city certificates are not included except when there are direct provisions in the State law or State regulations which govern their issue, and their consideration is not easily separated from that of certificates outside of cities. Regulations governing city certificates are in most cases made by the local boards, and since all can not be included, all are omitted. Temporary and emergency certificates and permits are also omitted from the summaries given below. Considering then the State, county, and township or district certificates (outside of cities), there are the following systems of administrative organization:

1. *State systems*, in which all certificates are issued by State authorities and the State retains control over the whole matter of teacher certification.

2. *State controlled systems*, in which State, county, and district ¹ authorities may issue certificates, but the authority governing the issue (including giving questions and examining papers) is retained by the State officials. Local authorities merely issue certificates.

3. *Semi-State systems*, in which States exercise some but not complete control. The State department makes the regulations and gives the questions for examination, but local authorities examine the papers and issue certificates.

4. *State-county systems*, in which the State, county, township, city, and certain district authorities all issue some certificates and govern all or important regulations formulating questions, for example, under which they are granted.

5. *State-local systems*, as in some of the New England States, in which complete power of certification is given to the township school committees as well as to the State department.

¹ New York.

This classification is made with the idea of showing prevalent tendencies toward centralization of certificating powers. In 33 States practically the entire control is with State authorities. In 10 additional States the power to give questions and make regulations is retained by State authorities, but county authorities issue certificates and correct the papers. This arrangement does not result in a uniform State system, since counties may have different standards for grading papers. Uniformity is obtained only when State authorities examine papers as well as give questions and make regulations under which examinations are held and certificates issued. This is illustrated by an experiment made by the Bureau of Education in a State in which the semi-State control system obtains. Several copies of the same reply papers were sent to a number of county superintendents to whom the matter was explained and who were asked to grade the papers as examination papers ordinarily are graded by them. The results of this experiment are shown below.

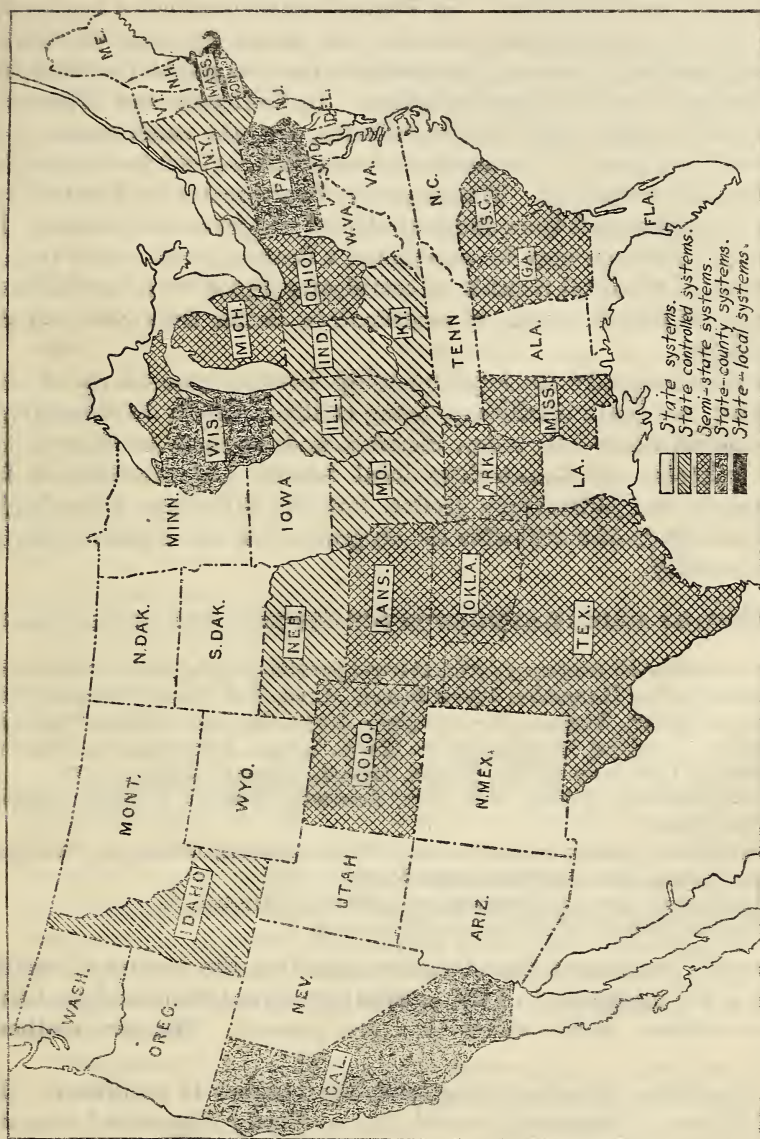
TABLE 3.—Grades given by seven county superintendents to four examination papers written by one candidate for a first-grade teaching certificate.

	United States history.	Geography.	Reading.	Arithmetic.
	<i>Per cent.</i>	<i>Per cent.</i>	<i>Per cent.</i>	<i>Per cent.</i>
Superintendent A.....	66	77	59	70
B.....	50	57	57	69
C.....	81	88	65	88
D.....	89	69	85	66
E.....	44	63	85	66
F.....	72	78	80	65
G.....	91	84	70	73
Variation.....	44-91	57-88	57-85	65-88

Below is a table showing the seven superintendents arranged under each of the four headings in the order of their ratings from lowest to highest. For instance, Supt. E gave the lowest rating in United States history; Supt. G gave the highest rating in the same subject. It will be noted that no superintendent gave uniformly high, low, or medium ratings. This becomes particularly evident if lines be drawn connecting the four A's, the four D's, and the four G's.

Superintendents arranged from lowest to highest according to ratings given examination.

	United States history.	Geography.	Reading.	Arithmetic.
Lowest.....	E	B	B	F
Second.....	B	E	A	D
Third.....	A	D	C	E
Fourth.....	F	A	G	B
Fifth.....	C	F	F	A
Sixth.....	D	G	D	G
Highest.....	G	C	E	C



Administrative systems which issue teachers' certificates.

There are three States in which the county authorities are given the power to grant certificates practically on their own initiative and unhampered by State regulations. These are Pennsylvania, Wisconsin, and California. In Pennsylvania certificates are issued by county superintendents and may be issued by town or district superintendents whenever the districts reach a population of 5,000 and engage a special superintendent. In California and Wisconsin the county boards may issue certificates, give the examination, and correct the papers. The number of certificates given in this way in California is restricted. The majority of certificates in the State are given on credentials from the State board and from institutions. In practice California may be considered a State system. Less than 2 per cent of the total number of certificates issued by county boards during 1919 were issued on examination (letter from State superintendent).

In Massachusetts the local township boards issue nearly all certificates, the State certificates being confined chiefly to those given to superintendents in union districts and teachers in State-aided high schools. In Connecticut local boards issue certificates for secondary and elementary grades, but the State also issues eight different kinds of certificates for all grades and all schools of State-wide validity.

SYSTEMS OF ADMINISTRATION FOR THE CERTIFICATION OF TEACHERS.

- I. State systems (all temporary certificates and permits excluded, also city certificates excluded): New Hampshire, Rhode Island, Maine, New Jersey, Vermont, Delaware, Maryland, Virginia, West Virginia, North Carolina, Florida, Tennessee, Alabama, Louisiana, Minnesota, Iowa, North Dakota, South Dakota, Montana, Wyoming, Utah, New Mexico, Nevada, Arizona, Oregon, Washington, 26.
- II. State controlled systems: New York, Kentucky, Missouri, Nebraska, Indiana, Illinois, Idaho, 7.
- III. Semi-State systems: South Carolina, Georgia, Arkansas, Mississippi, Oklahoma, Texas, Kansas, Ohio, Michigan, Colorado, 10.
- IV. State-county systems: Pennsylvania, California, Wisconsin, 3.
- V. State-local systems: Massachusetts, Connecticut, 2.

Another important consideration regarding the issuing of certificates is the assignment of the authority to grant them and to define the conditions under which they are granted. The two methods are:

1. Statutory provision specifying the number of certificates, the qualifications demanded for each, the authority empowered to grant them, term, validity, etc.
2. Assignment by statute of authority to formulate rules and regulations for certification to State officers without making specific provision for details in the law itself. Generally the authority to do this is given to the State board of education or the State department.

City boards are granted this liberty in nearly all States either directly or indirectly.

NUMBER AND NAME OF CERTIFICATES.

Tables 4, 5, 6, and 8 give data concerning the number, duration, validity, and distribution among classes of schools of certificate issued by State, county, and local agencies. A comparison with similar data collected in 1911 shows that there were about the same number of certificates granted in 1919 as in 1911. Some States have discontinued one or more of the lower grade certificates; several have simplified their systems and decreased the number in this way. Vermont, for example, in 1911 issued 11 different kinds of certificates, and in 1919 only 3, both exclusive of permits. On the other hand, the practice of differentiating certificates as among teachers, principals, superintendents, and instructors or supervisors of special subjects has increased, and the number of certificates of this nature is correspondingly larger. If all special certificates were enumerated here as separate certificates, namely, one for music, another for art, another for physical training, and the like, the number would be increased. Since these are usually classified under one head as "special certificates" in the laws or regulations, the same form is followed here. The case of city certificates when given here is similar. The law usually permits the city boards to issue several grades of the certificate named under each head.

Each State has elected the terms by which to designate the certificates issued. There is no homogeneity among the States, either in the names used or in their significance; nor are any principles followed which control the naming of certificates. Acquaintance with the names and provisions of certificates in one State is of little assistance in interpreting those of other States. A first-grade certificate in one State may be the equivalent of a college diploma or life license in another so far as qualifications demanded for or validity of the certificate granted is concerned. This lack of uniform nomenclature for all States or the adoption of governing principles controlling the naming of certificates possibly accounts for the difficulty in securing a more general and a fairer system of exchange or recognition of certificates among States.

Designations of certificates are influenced by or dependent upon:

1. Extent of territory covered; as State certificate, county certificate, local certificate.
2. The kind of school in which certificate is valid; as elementary, high-school, kindergarten, primary.
3. Subjects for which issued; as special certificate in home economics, in music, etc.

4. Time for which valid; as life, 36 months, permanent, provisional.
5. A combination of two or more of these.

There are a variety of terms used throughout the country. "Certificate" is the most common; "license," "diploma," and "permit" are others, the latter being used in the same sense as temporary or emergency certificate or license. Some States use both certificate and license, referring by these terms to a different type of certificate, Wisconsin for example. Connecticut gives "honor" and "statutory" certificates and New Hampshire "service" certificates. "Permanent" and "provisional" or "probationary" often refer to certificates which are alike in the qualifications exacted and the kind of school and territory in which valid, but different in duration. First, second, and third grade certificates usually represent varying grades of qualifications and experience exacted, but belong to the same class as to kind of schools and territory in which they are valid.

CLASSIFICATION OF CERTIFICATES.

Certificates are classified in various ways in the different States. The most common forms of classification are as follows: (1) According to the class of schools or grade of work for which they are issued and in which they are valid. (2) According to the degree of scholarship which they express, as determined by grades made and number of subjects included in an examination; or by the number of years' credits, or hours of academic or professional training indicated on the credentials presented. These are valid in all schools. (3) Combination of scholarship and class of schools or work; such as temporary and permanent certificates for high, elementary, and primary schools, for special subjects and for supervision, or first and second grade certificate for each. Successful experience is an important factor in the requirements for the higher grades of certificates in most States.

The most common classification according to kind of schools is that of elementary and high-school certificates, often two or more grades of each. Usually additional training or examination in additional subjects is exacted for secondary or high-school certificates. Special certificates for teachers of kindergarten and primary grades are issued in many of the States, and special supervisors' and principals' certificates are becoming more and more common. Some States make special requirements for and give special designations to these; others require higher grade certificates, but of the regulation kind. Rhode Island does not specify a certificate for high schools, but the first grade is the one exacted from high-school teachers. Practically all States issue special licenses for teachers of music, drawing, home economics, manual training, physical education, and other specialized subjects. These may be issued on an independent

basis for training or examination in the special subject; or a regulation certificate with evidence of additional qualifications may be exacted.

The number of States making this form of differentiation in certificates granted—that is, having special certificates for primary, elementary, high-school, and special-subject teachers—is increasing.

Certificates issued according to amount of scholarship, measured by examination or education are most commonly of the first, second, and third grade. They are issued by county more often than by State authorities and are usually valid in all of the schools under the jurisdiction of the authority which issues them. The period of time for which they are valid is dependent upon years of experience, the grades made in the examination, or the amount of education and training shown by credentials. They are also, but less commonly, designated as provisional and permanent. Professional, State, professional normal, college diploma, and other designations are used for certificates representing varying degrees of scholarship peculiar to the State in which they are issued but representing no widespread uniformity of practice.

METHODS OF SECURING CERTIFICATES.

In the majority of States there are two routes to certification—one by examination and one on the basis of credentials showing academic and professional training. The examination method is still the most common, but is gradually being replaced by that of professional preparation. Vermont is the only State in which certificates are issued on the basis of academic and professional training only, and the examination method is entirely abandoned. Connecticut is the only State in which certificates are issued on examination only.

Certificates issued on the basis of education and training are usually given for graduation from high-school training classes, normal schools, or colleges maintaining "approved" courses in education. In some States full graduation is not necessary in order to receive credit toward certification. A prescribed number of "courses" or "credits" or "semester hours" receive recognition. Full information concerning certificates granted for graduation or credits from standard institutions is given in Tables 10, 11, and 12.

Some States in which certificates are issued by the examination route chiefly are requiring a minimum amount of academic or professional training or both as a prerequisite to certification either of some or all (including the lowest) grades of certificates. Some States require in addition to graduation from accredited institutions an examination in one or more subjects. Thus we have, occasionally, a combination of the two methods. Montana and Idaho are examples of the former. Graduation from a four-year high school is becoming

rather common as a prerequisite for all or some certificates of lower grades.

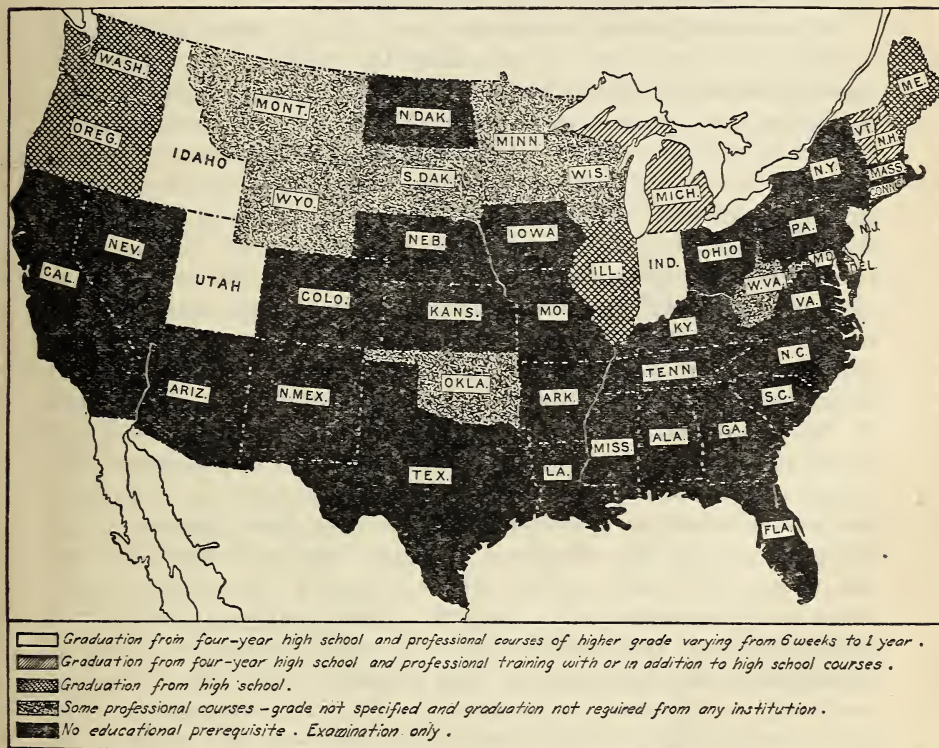
In some States individual consideration is given applicants for certificates of some kinds, that is, each applicant is considered on his individual merits and not necessarily according to stated rules and regulations. Among these States are Rhode Island, Vermont, and New Hampshire. Many States keep lists of institutions approved for the purposes of certification. These are usually designated as approved or standard institutions. Among such States are California, Oregon, Montana, Maine, West Virginia, Idaho, Vermont, Michigan, and Delaware. North Carolina classifies the institutions within the State for certificating purposes. Some States use for this purpose the list of accredited institutions furnished by the Bureau of Education.

SCHOLARSHIP REQUIREMENTS FOR TEACHERS' CERTIFICATES.

The scholarship requirements set forth in the provisions under which certificates are granted are measured in terms of graduation from, or courses taken in educational institutions of secondary or higher grade, or by means of an examination in prescribed subjects. Certificates granted on such requirements may be roughly classified as follows: (1) Those based on graduation from standard college or university with or without the inclusion of professional courses. These provisions are set forth in Table 10. (2) Those based primarily on graduation from a two-year course of college grade, generally given in normal schools. These provisions are found in Table 11. (3) Those based on graduation from a four-year high school, generally including professional courses given in connection with the regular work. These provisions are given in Table 12. (4) Those based primarily on scholarship attainments shown by examination. The grades required on examination are not necessarily obtained at one time, but in some cases may be obtained in successive examinations, or the possession of a prior certificate of lower grade may be substituted for a portion of the examination. Provisions for certificates given by examination are set forth in Tables 16, 17, and 18.

The value of a certificate is measured best by the amount of scholarship and successful experience to which it testifies. The extent of its validity, its duration, and similar provisions are minor considerations, if a certificate is to be of value as an estimate of ability to teach and govern a school. There is a tendency toward higher scholarship requirements which may be observed in several ways. When a new form of certificate is established, the qualifications demanded are usually higher and more specialized than formerly (see Tables 13-15). Kindergarten, primary, and special subject cer-

tificates in most cases require high school and normal school or college graduation or the equivalent, including preparation for the special kind of work or subject for which they are issued. Certificates for administrative and supervisory positions practically all require the completion of four years of college or normal school training and in many cases an additional year of graduate work, including specialized study in administration and supervision. [A study of the scholarship requirements set forth shows also the prevalence of a tendency to consider graduation from a course two years above the high school



Academic or professional prerequisites for certificates of lowest grade, excluding temporary.

as about the standard for teachers of elementary grades and completion of a four-year college course as a standard for high-school teachers. Examinations, though of course quite inadequate, tend toward showing qualifications equivalent to these. The various prerequisites for entrance to examinations are intended to insure the minimum amount of scholarship considered necessary for teachers.

In setting forth authorized requirements, as is done in this study, experience is taken at its face value, and measured only in terms of months or years of teaching service. Officials granting certificates, however, need not, and do not always, accept experience

unless some guaranty of its quality is given. In some States experience is credited toward renewal or certification only on the recommendation of the superintendent under whose direction the service was performed. The Indiana scheme for classification of teachers for salary and certificates includes a rating of the teachers' classroom efficiency made by the supervising officer. In Ohio the examination includes a practical test in teaching. The majority of States apparently assume that all experience offered as evidence of attainment in teaching ability is successful, or at least they have in their regulations no well-defined method of evaluating it.

The scholarship requirements as given in the tables have serious limitations. Courses are measured by the length of time they are pursued and examinations by the subjects given only. This assumes that all courses of the same length and all examinations in the same subject are of equal value. It is apparent that this course may not represent true conditions, but the scope of this study does not permit an investigation of the quality of the courses given in institutions or of the kind of examinations given in the different States. With normal schools and sometimes with colleges serious difficulty is encountered in differentiating among certificates granted to those who have completed the standard courses (that is, courses of higher or college grade), and those granted for courses entrants to which do not comply with the usual entrance requirements represented by the completion of a four-year high-school course. An effort was made to include in the tables concerning certificates issued for college and normal school courses (Tables 12 and 13) only those certificates based on graduation from two or four year courses of college grade. It is recognized, however, that this effort has not always been successful, and can not be so long as the present regulations in certain institutions continue. An example may be cited of one institution of the kind referred to, to which students are admitted on conclusion of elementary or high schools. The former receive a certificate or diploma on completion of a four-year course. The latter receive what is apparently the same sort of certificate on completion of a two-year course, though the difference in training represents two years of work of secondary grade. Certain other institutions which apparently require high-school graduation for entrance maintain, in addition to the regular two-year course, a three-year high school. One group of students completes a course of two years above a four-year high school, equivalent to six years above the elementary schools; the other a course of five years above the elementary grades. No discrimination is made as to the diploma or certificate issued to graduates of these courses.

Similar conditions are common among high schools giving teachers' training courses. A few require four years of high-school work and

an additional year of professional work from applicants for certificates to teach. Others issue certificates at the close of two, three, or four-year courses in which work both secondary and professional in nature is included. Standardization of courses leading to certificates given in high schools, normal schools, and colleges is badly needed in order that definite classification of certificates issued on the basis of academic and professional training may be made. Proper discrimination among courses leading to certification in the various institutions would probably lead to a wider recognition among institutions and States of certificates granted in this manner and would be for the good of the individual and the institution as well as of the service.

In Tables 9, 10, and 11 scholarship requirements measured by credits from educational institutions are given in semester hours when possible or courses or fractions of years in order to permit of their measurement and of comparison. When examinations are required, the subjects are divided as follows:

(1) Traditional elementary school subjects: Reading; writing; orthography, punctuation, orthoepy; language, composition; grammar; arithmetic, mental and written; number work; geography; United States history, elementary civics, local history; physiology, hygiene, nature and effects of alcohol, stimulants, and narcotics.

(2) Newer elementary school subjects: Drawing; music; nature study; agriculture; manual training; household arts, domestic science, etc.; physical training; current events.

(3) Higher subjects (secondary and higher schools): Rhetoric, literature, algebra, geometry, languages, history, physics, chemistry, biology, economics, and such other branches as compose the standard high school and college curricula, and also cataloging and use of school libraries.

(4) Professional subjects: Philosophy of education, history of education, psychology, school administration, theory and practice, methods, school law and State manuals, and such other professional subjects as may be named.

California has probably established better standards than any other State in the amount of academic and professional training required. Normal training equivalent to two years above a four-year high school for elementary teachers, and college graduation including one year of graduate work for high-school teachers are the California standards.² Such credentials, however, are not essential, as certificates are granted also on examination. States which require some professional training in addition to completion of a full four-year high-school course as prerequisite for any certificate are the following: Idaho, New Jersey, Indiana, and Utah. In Virginia the

² Though legal requirements are very indefinite in Massachusetts, graduation from normal school or college is the accepted standard; probably few teachers employed fall below it.

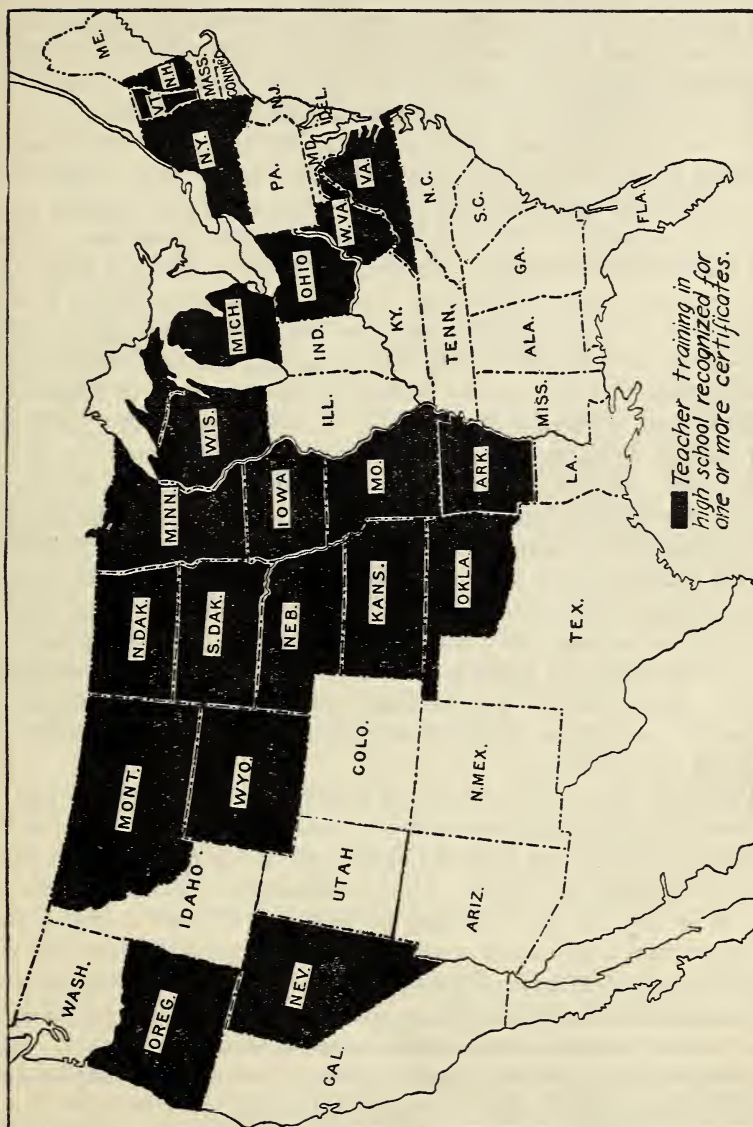
requirement for the lowest grade of certificate for elementary schools is six weeks of professional training in addition to graduation from a four-year high school, but alternative of an equivalent examination is offered. Ohio, after 1924, and Wisconsin, after 1923, will no longer grant certificates to candidates with less than four years of high-school education and additional professional training in an approved institution.

Indiana was the first State to establish by law a minimum prerequisite of graduation from a four-year high school for the lowest grade certificate to teach. At present there are 7 States, in addition to the 4 mentioned above, in which this is the minimum requirement. They are Vermont, New Hampshire, Illinois,^{*} Michigan, Washington, Maine, and Oregon—altogether 11 States with this or a higher prerequisite for entrance to the examination for any teaching license. If we add Wisconsin and Ohio (after 1923 and 1924, respectively), California and Massachusetts (with exceptions and limitations given above), the number is increased to 15. Other States, notably Maryland, Wyoming, New York, Missouri, and Kansas, have established the high-school graduation requirement for certain certificates of lower grade but not all.

The idea of recognizing some professional training as necessary for any grade of certificate is growing in extent. The following States require some professional training in an approved school of secondary or higher grade as a prerequisite for the lowest grade certificate issued, 13 States, in addition to those mentioned before—Minnesota, Vermont, New Hampshire, Michigan, Delaware, West Virginia, Oklahoma, Oregon, Wisconsin, South Dakota (after 1920), Montana, Wyoming, and Idaho.

Twenty-one States have established teacher-training classes or normal training work in high school or in connection with high schools and recognize this training in their certification laws or regulations as fulfilling the requirements for some grade of certificate. These courses are given either as a part of the regular high-school courses, as is most common, or constitute a year's work in addition to four high-school years. In some cases the courses are under the direction of the State department and are aided by State funds. In others they are maintained by the high schools themselves independently of State aid. The following States recognize normal training in high schools as fulfilling the requirements for one or more kinds of teaching certificates: Kansas, Iowa, Missouri, Michigan, Wisconsin, Minnesota, South Dakota, Nebraska, Montana, Wyoming, Oklahoma, Vermont, Ohio, Nevada, Oregon, New Hampshire, New York, North Dakota, Virginia, Arkansas, and West Virginia.

^{*} Illinois grants a "provisional" certificate, not considered because it is apparently temporary in nature.



Certification by examination only is of course the oldest method and persists for one or more certificates in all the States but one. The most noticeable of recent changes in the examination method of certification is the growing importance of professional subjects and the addition of such subjects as agriculture, music, physical education—characterized in the summaries as the newer elementary subjects. Complete information concerning subjects given in examinations is given in the State outlines and in summary Tables 16 and 18.

No attempt has been made in this study to analyze the questions given or method of examining papers when submitted. Information concerning the agencies which prepare questions and examine papers is given in Table 7. The tendency to centralize these two functions has been shown elsewhere. Gradually the probability of obtaining a high grade of State certificate through examination alone is being eliminated. In the majority of those States which continue to grant high-grade certificates in this way examinations are becoming very cumbersome. They usually include a full program of high-school, college, and professional subjects, in addition to the traditional elementary subjects, unless the latter are represented by a prior certificate. Tables 16 and 17, which give information concerning certificates granted in this way, show that in some cases the applicant is examined in as many as 12 or 13 of the higher subjects, in addition to the usual number of traditional and some professional subjects. Unless these examinations can be taken at different times, the requirements become very burdensome and exclude the probability of a great number of applicants. Even first-grade county certificates require examination in a great many subjects, and include higher and secondary as well as professional, newer, and traditional elementary subjects (see Table 16).

Table 18 gives the number of common-school subjects and the names of the higher and secondary, newer elementary, and professional subjects in which one must be examined in order to secure a certificate in the different States. An examination of this table shows how easy it is to enter the teaching profession. Except in those States which require a minimum of academic and professional training, completion of the elementary grades, with some additional study in one or more professional and sometimes one or more of the newer elementary or secondary subjects also, enables one to become a teacher. Much depends on the examining authorities in the way of setting up standards in these States. But even at the best they are very low.

It is also relatively easy in many States to remain teaching indefinitely without specified professional or academic preparation. Unless special regulations to the contrary are made in the form of prerequisites to entrance to examinations or unless professional preparation is required for the renewal of certificates, this may result. In some

cases life certificates, or, if not so called, certificates continuously renewable or exchangeable, and hence practically of the same significance, may be obtained without such requirements. These conditions prevail in the following 14 States: Alabama, Arizona, Arkansas, Colorado, Louisiana, Kansas, Kentucky, Mississippi, Nebraska, New York, Pennsylvania, Rhode Island, South Dakota (until 1921), and Texas. In at least 5 other States life certificates may be issued on examination without educational prerequisites higher than high-school graduation or 12 weeks of professional preparation.

There are 29 States which either do not issue certificates designated as for "life," or in which nominally some higher education is required for them. However, equivalency examinations or possibility of continuous renewals on requirements more or less indefinite probably nullify the apparent requirement in many cases.

Among the States which have recently reorganized their laws concerning certification there is a noticeable tendency to enact those whose purpose is to increase gradually the minimum scholarship requirements exacted. The Delaware law recently enacted is a good example. The lowest grade certificate granted on examination is to be discontinued after 1930; the next lowest, which requires high-school graduation and six weeks of professional training, is to be discontinued in 1935. The lowest certificate recognized thereafter requires graduation from a two-year normal school in addition to the completion of a four-year high school. The West Virginia law is based on the same plan, increasing qualifications up to 1926 and permitting the State board to regulate them thereafter. Such an arrangement makes it possible to increase requirements for certificates without depleting the supply of teachers. In some States the practice of formulating a law in such a way as gradually to increase the requirements extending over a period of several years applies to other than the lowest grade of certificate. Delaware, West Virginia, Wisconsin, and South Dakota are among the States which passed increasing requirement laws in the 1919 session of their legislatures. The following excerpts from the South Dakota law are given here to illustrate this practice:

No teacher shall be entitled to receive more than two third-grade certificates: *Provided*, That from and after the 1st day of September, 1920, every applicant for a third-grade certificate, by examination or otherwise, must present evidence of having attended an approved normal school or some other school having a normal department approved by the superintendent of public instruction six weeks in the aggregate.

Provided, That from and after September 1, 1921, every applicant for life diploma, by examination or otherwise, must present evidence of having attended an approved normal school or educational department of an approved college or university 24 weeks in the aggregate.

Provided further, That from and after September 1, 1920, every applicant for State certificate, by examination or otherwise, must present evidence of having attended an approved normal school or educational department of an approved college or university 18 weeks in the aggregate.

PROVISIONS FOR RENEWING LOW-GRADE CERTIFICATES.

Various expedients are used to prevent one person teaching too long on the lowest-grade certificate. It is a common practice to issue a limited number of these certificates, and generally they are not subject to renewal. In some States the holders of lower-grade certificates are eligible to positions only when the supply of teachers with higher-grade certificates is exhausted. Delaware and Maryland are examples of such States. Rhode Island requires the holder of the lowest-grade certificate to qualify for a higher grade within two years. Other methods used are to require applicants for renewals to attend summer schools for teachers or to obtain a minimum amount of professional training before the application is granted.

Full information concerning renewal of the lowest grade of certificates is given on page 29. A few States do not grant any third-grade certificates. Utah does not renew second-grade certificates, expecting the holder to qualify for a higher grade. Nevada renews neither second nor third grade certificates. Twelve other States renew only on condition that the applicants acquire additional professional training. Five other States prescribe requirements or demand the completion of reading-circle work, making in all 34 States which either do not renew certificates of the lowest grade or make it necessary to have some professional training as well as experience before renewal. Nine States renew on experience only. One makes renewal dependent upon the standing in examination. In one State, renewal depends on recommendation of the superintendent in charge, and in one, professional spirit and required reading are necessary. Five States limit the number of certificates of the lowest grade which are issued or renewed. Indications are that the most advanced steps toward raising the qualifications of teachers, as measured by the certificates granted, are being taken in those States in which the whole matter is under the control of the State and that county and local authorities are more lax in their requirements.

SUMMARY OF RENEWAL REQUIREMENTS.

Successful experience only: Maine, Rhode Island, Alabama, Missouri,⁴ Wyoming, Oregon, New Hampshire,⁵ Arkansas.

Consecutive experience: Kentucky.

Discretion of board: Massachusetts, Connecticut, Ohio, California.

Standing in examination only: Michigan.

Recommendation of superintendent: Vermont.

Prescribed requirements: New York, Tennessee.

Reading: North Carolina, Wisconsin,⁴ North Dakota,⁴ Iowa.⁴

Institute attendance: Oklahoma.⁴

Attendance at professional schools or college work: New Jersey, Delaware, Maryland, Virginia, Florida, Oklahoma,⁴ Illinois, Wisconsin,⁴ North Dakota,⁴ Utah, Idaho, Washington.

⁴ See also other regulations.

Not renewable: West Virginia, New Hampshire,⁵ South Carolina, Georgia, Massachusetts, Louisiana, Texas, Indiana, Minnesota,⁵ South Dakota, Nebraska, Kansas, Montana, Colorado, New Mexico,⁴ Nevada,⁴ Arizona.

Limited number of times: Michigan,⁴ Missouri,⁴ Washington.⁴

Professional spirit; required reading: Iowa.⁴

Limited issue: New Mexico.⁴ Nevada.⁴

REGULATIONS CONCERNING RENEWAL AND REISSUANCE OF CERTIFICATES OF LOWEST GRADE (SUCCESSFUL TEACHING REQUIRED WHETHER MENTIONED OR NOT.)

States.	Renewal regulations.
N. Atlantic Div.:	
Maine.....	Renewable on successful experience.
New Hampshire ...	Permits not renewable. Elementary license one or three years.
Vermont.....	Recommendation superintendent.
Rhode Island.....	Four years, then six years' successful experience.
Massachusetts.....	Discretion of board or committee.
Connecticut.....	Discretion of committee.
New York.....	Prescribed conditions.
New Jersey.....	Once. Required credits.
Pennsylvania.....	May teach five terms only on provisional certificate.
S. Atlantic Div.:	
Delaware.....	Second and third grade—professional preparation.
Maryland.....	Third grade on completion prescribed professional training. No teacher holding this certificate may be engaged unless supply of higher certificated teachers is exhausted.
Virginia.....	Second grade—summer school attendance or equivalent.
West Virginia.....	Not renewable.
North Carolina.....	Reading circle work.
South Carolina.....	Third grade not renewable. Second grade at option of board.
Georgia.....	Nonrenewable.
Florida.....	Second and third grades—attendance at professional school.
S. Central Div.:	
Kentucky.....	Consecutive experience.
Tennessee.....	Prescribed requirements.
Alabama.....	Limited number of times.
Mississippi.....	Not renewable.
Louisiana.....	Not renewable. Second and third grade certificates for one year through application of summer school credits.
Texas.....	Not renewable.
Arkansas.....	Second grade twice. Third grade once.
Oklahoma.....	Summer school and institute attendance. Renewed once.
N. Central Div.:	
Ohio.....	Not renewable.
Illinois.....	Second grade renewable first time after 6 months' additional professional training, second time 18 weeks' professional training.
Michigan.....	Once only. Average must be 85.

⁴ See also other regulations.

⁵ Permits. These seem to partake of the nature of both temporary and third-grade certificates. In New Hampshire the next lowest certificate may be renewed. In Minnesota the next lowest certificate must be exchanged for the next higher grade.

States.	Renewal regulations.
N. Central Div.—Continued.	
Wisconsin.....	Attendance at professional school. Reading circle course.
Minnesota.....	Permits nonrenewable. Limited rural elementary may be exchanged for second-class certificate under certain regulations.
Iowa.....	Second and third grade certificate renewed. Professional spirit and prescribed reading.
Missouri.....	Second and third grade renewable once. Not more than four of the latter granted.
North Dakota.....	Reading circle work and six weeks at professional school.
South Dakota.....	Not renewable.
Nebraska.....	Not renewable.
Kansas.....	Not renewable.
Western Div.:	
Montana.....	Not renewable.
Wyoming.....	Renewable once.
Colorado.....	Not renewable.
New Mexico.....	Not renewable. Not more than two issued to any person.
Arizona.....	Not renewable.
Utah.....	Third grade renewable for prescribed work of college grade. Second grade not renewable, must fulfill requirements for higher grade certificate.
Nevada.....	Second and third grade not renewable. Not more than one third-grade granted to any person.
Idaho.....	Six weeks at summer school for teachers.
Washington.....	Renewed twice for attendance at professional school.
California.....	Option of board.
Oregon.....	Six months' experience.

RECIPROCAL RELATIONS AMONG STATES.

On pages 32 to 35 are given excerpts from State laws or regulations concerning the recognition of certificates from other States and diplomas and credits from institutions located in other States. The following States do not recognize certificates granted in other States: Colorado, Connecticut, Massachusetts, New Hampshire, Ohio, Oklahoma, North Dakota, West Virginia, Louisiana, and Florida. Of these, Colorado, New Hampshire, Florida, North Dakota, West Virginia, Ohio, and Louisiana recognize graduation or credits from standard institutions outside the State. It therefore follows that, while certificates issued on credentials from such institutions would not be recognized in these States, other certificates could be issued on the basis of recognized credentials, provided the requirements are met.

Connecticut is the only State which issues certificates wholly on the basis of examination and does not accept credits from institutions either within or without the State. Generally, State laws require that institutions whose credits are recognized toward certification shall exact entrance requirements and maintain standards equivalent to those within the State. Nearly all the States which recognize outside institutions keep lists of those "accredited" or "approved."

Full reciprocal relations do not exist even among those States which recognize certificates from other States under certain conditions. Idaho, Kansas, Maine, Montana, New York, North Carolina, and Rhode Island recognize only State certificates or those issued by State departments or State officers. Michigan, Nevada, Nebraska, Indiana, New Jersey, and Utah accept State life certificates only from other States. New Mexico and Washington give credit, subject for subject, if accredited by State departments, and New Mexico and Nebraska require in addition that reciprocal relations shall have been established with the other State. In Wisconsin and Utah two years' experience within the State is required before outside certificates are recognized. Credentials from colleges and universities are more generally recognized than are those from normal schools. Many certificates based on normal school graduation are granted by schools themselves or their boards of control, and their validity is confined to the State.

The following States recognize for or toward certification graduation from "approved," "acceptable," "accredited," "reputable," or "equivalent" institutions: Florida, Georgia, Idaho, Illinois, Indiana, Kansas, Louisiana, Maine, Missouri, Maryland, Massachusetts, Minnesota, Mississippi, Montana, Nebraska, Nevada, New Hampshire, New Jersey, New Mexico, New York, North Dakota, North Carolina, Oregon, Ohio, Pennsylvania, Rhode Island, South Dakota, Tennessee, Texas, Utah, Vermont, Virginia, West Virginia, Wisconsin, Wyoming, Colorado, Delaware, Arkansas, Arizona, California, Iowa, and South Carolina—42 in all. Kentucky, Oklahoma, and Washington specify "State institutions" in the scholarship requirements for certificates. The regulations for Alabama do not state whether institutions outside the State are recognized or not. Michigan recognizes State institutions only, except for special certificates. Connecticut requires an examination.

SUSPENSION AND REVOCATION OF CERTIFICATES.

Table 19 presents the most essential provisions of the laws of different States concerning the suspension and revocation of certificates. The grounds upon which this action is taken are similar in all States, and the right of appeal is generally given as protection to the teacher against injustice. The officers empowered to revoke certificates are usually those who issue them, and appeals are taken to superior boards or officers.

FEES AND MINIMUM AGE REQUIREMENTS.

Information concerning fees, when they are required; the disposal of the money so collected; and minimum age requirements, when there are any, are given in Table 20. A few States do not specify

any age minimum. A number require the applicant for a certificate to be at least 18 years of age.

Thirty States require fees ranging from 50 cents to \$10. Usually the higher fees are charged for the higher grades of certificate. The other 18 States require no fee. The money collected from fees is used in the majority of States to pay for administering the certification department or for the support of teachers' institutes.

A DIGEST OF THE LAWS AND REGULATIONS BEARING UPON THE RECOGNITION OF DIPLOMAS AND CERTIFICATES IN EACH OF THE STATES.

Alabama.—Recognizes other State certificates of equivalent requirements and standard institutions.

Arizona.—Accepts credits from institutions outside of the State as a basis for certification. Recognizes certificates from other States if qualifications are equivalent to those demanded in Arizona.

Arkansas.—State and professional licenses based on certificates from other States and degrees from the credited institutions outside the State will be recognized if applicants have at least 12 months' experience, in case State certificates are desired, and 6 months' experience if professional licenses are desired.

California.—Recognizes life diplomas or certificates from other States if they represent experience and scholarship equivalent to California requirements. California also keeps a list of recognized institutions of other States which meet the approval of the State board as satisfying requirements for California certificates.

Colorado.—Does not recognize certificates from other States. College credits and degrees are recognized under the same conditions, whether obtained from institutions within or without the State.

Connecticut.—Does not recognize certificates from other States, or college or normal school diplomas or certificates.

Delaware.—Certificates issued by other States will be accepted which indicate qualifications equal to or superior to those demanded for securing certificates in this State. Also credits from standard institutions are accepted.

Florida.—Does not recognize certificates from other States. A courtesy temporary certificate may be issued to holders of certificates from other States for a period of 2 months, during which time the applicant must qualify for a Florida certificate. Graduation from standard institutions is recognized.

Georgia.—Teachers holding certificates granted in another State which are the equivalent of requirements in Georgia are granted equivalent certificates. Approved institution's credits are recognized for certification, but applicant must be examined in Georgia history, geography, and school law.

Idaho.—The State board of education issues Idaho State certificates to graduates of State normal schools and colleges of other States if said institutions are approved by the State board of education. The State board may also indorse State life certificates from other States. All applicants must be engaged in teaching within 2 years of the date of application, have at least 18 months' experience and credit in examination in Idaho school law and course of study.

Illinois.—The State superintendent of public instruction and the county superintendent of schools may recognize and honor any certificate from another State obtained under conditions similar to those in Illinois. Institutions outside State recognized on the same basis as those within it.

Indiana.—The State superintendent countersigns life State certificates from other States of equivalent requirements. Also recognizes training in higher institutions of other States for certificates.

Iowa.—Each individual application is decided on its merits. A new certificate is issued to the holder of a certificate from another State if the conditions warrant the recognition of the certificate presented for that purpose. Iowa also recognizes training in approved colleges of other States for certification.

Kansas.—The State board of education recognizes State certificates issued in other States secured by fulfilling demands equivalent to those of Kansas.

Kentucky.—State board of education may validate certificates of other States which are not of a lower standard than the State certificate of Kentucky, and may approve or disapprove such certificates of qualification as may be recognized by county superintendents and county boards of education in this State. The State board of education is authorized to validate State diplomas and certificates from other States on a reciprocity plan.

Louisiana.—Teachers' certificates of other States are not recognized in Louisiana. Baccalaureate graduates of State approved colleges and State approved normal schools of other States are issued first-grade certificates in Louisiana upon presentation of their diplomas accompanied by a \$5 recordation fee.

Maine.—Certificates may, under the rules prescribed by the State superintendent, be granted to persons holding State certificates granted by authority of other States. Recognizes institutions outside the State of equal standing with those within as a basis for certification.

Maryland.—The conditions under which certificates, diplomas, and degrees of institutions of the State of Maryland and of other States will be recognized shall be determined by the State superintendent of schools.

Massachusetts.—No legal provision for reciprocity in the issuance of certificates. Colleges outside State with standards equal to those within are recognized on same basis for certification.

Michigan.—The State board of education may in its discretion recognize life State certificates from other States if the requirements are equivalent to those demanded in Michigan. Grants special certificates on basis of credits from institutions outside the State.

Minnesota.—The State superintendent may accept or indorse certificates from other States on such conditions as he may prescribe. Also recognizes for certification credits from institutions outside State with standards equivalent to those of University of Minnesota.

Mississippi.—To persons holding a certificate, license, or diploma with qualifications equal to those of Mississippi, authorizing them to teach in another State, a first-grade license shall be granted to be valid for a length of time granted in original State. Recognizes credits from approved institutions having four-year course.

Missouri.—Certificates from States other than Missouri which are based on requirements equal to those of Missouri, and graduation from schools outside of Missouri whose standards are equal to those of the schools of Missouri, are recognized.

Montana.—Teachers with successful experience of at least 35 months, who have obtained from State departments of other States by means of examination certificates good in all schools of the State in which issued and valid for at least 5 years, may obtain Montana certificates if the requirements were fully equal to those of Montana. Graduates of advanced normal courses in institutions equivalent to those in Montana, whose diplomas entitle them to teach without examination in all of the schools of the State where located, who have taught successfully 18 months, at least 9 of them after graduation, are eligible to Montana State certificates and life diplomas.

Nebraska.—Certificates or diplomas conferring the right to teach for life in other States are accepted in Nebraska. Also grades earned in State examinations that meet the requirements of Nebraska are accepted, if the States have reciprocal rela-

tions with this State. Recognize credits from standard colleges outside the State if applicant has experience in Nebraska.

Nevada.—Credentials showing graduation from schools of other States whose requirements are equal to those of Nevada shall be accepted in lieu of examination. Life certificates may also be submitted as evidence of fitness of teaching, and if they are satisfactory to the State board of education they may issue a certificate valid in Nevada for such grade as they may deem proper.

New Hampshire.—Laws do not allow reciprocity. Diplomas from normal schools equal to those of New Hampshire may be accepted if applicant files experience and passes examination in New Hampshire school law and program of studies.

New Jersey.—New Jersey recognizes diplomas from normal schools of another State which require equivalent work and entrance requirements to the New Jersey State normal schools. Also indorses permanent State certificates granted in another State if the requirements are equivalent to life certificates in New Jersey. It also recognizes completion of courses in approved colleges, universities, or technical schools as credit toward certification.

New Mexico.—Certificates from other States, if valid, may be credited subject for subject if questions on which certificate is granted were prepared and all papers graded by a State department of education in the State issuing certificate, provided the State accepts like grades granted by New Mexico. Credits from colleges of recognized standing with North Central Association are recognized on same basis as those in the State.

New York.—The commissioner of education may in his discretion indorse (1) a diploma issued by a normal school of another State, (2) a certificate issued by the chief education officer or State board of another State. Such indorsement confers on the holder of such diploma or certificate the privileges conferred by law on the holder of a normal school diploma or State certificate issued in this State. Credits recognized from institutions registered by regents of the State of New York.

North Carolina.—Certificates are issued to persons who hold State certificates of other States requiring qualifications equivalent to those required in North Carolina and who pass an examination in North Carolina history and school law. Credits from standard institutions outside the State recognized on same basis as from those within.

North Dakota.—Recognizes credits of institutions outside the State as a basis for North Dakota certificates.

Ohio.—State has no law recognizing certificates from other States. Recognizes credits from approved institutions as basis for certification.

Oklahoma.—No provision to holders of State certificates from other States or credits from institutions in other States.

Oregon.—Certificates issued upon examination by other States shall be accepted by the superintendent of instruction for corresponding certificates upon certain conditions and equivalent credits for any subject or subjects may be accepted. Also credits for teaching experience and credits from standard institutions outside the State.

Pennsylvania.—State superintendent of public instruction may validate in Pennsylvania teachers' certificates issued by other States or by State normal schools or colleges of other States whose requirements are equivalent to those of this Commonwealth. Recognizes all institutions approved by Pennsylvania college and university council.

Rhode Island.—Interstate comity is practiced. The State department does not indorse certificates from other States or grant Rhode Island certificates on certificates from outside the State. It does not recognize certificates from out of the State in any way, unless the certificates have been issued by State officers. When certificates issued by the State department are presented, an attempt is made to evaluate the qualifications mentioned in the certificates in terms of Rhode Island requirements, and credit is granted accordingly. Diplomas issued by institutions outside the States

are accepted as reasonable proof of what they attest, if the institution granting the diploma is reputable.

South Carolina.—The State board of education will grant certificates on presentation of diplomas from reputable colleges and universities of as high rank as those in South Carolina when accompanied by the scholastic record and teaching experience of the applicant. The same board confirms State certificates from other States when the qualifications demanded are equivalent to those demanded in South Carolina, provided that such States grant reciprocal credit to South Carolina State licenses.

South Dakota.—Diplomas from other States may be accepted in lieu of subjects required for a life diploma. The State superintendent may validate certificates issued by other departments of education which are of the rank of the life diploma, State certificate, and first and second grade certificates issued in South Dakota, provided the requirements upon which they are based are equivalent to the requirements for corresponding certificates in South Dakota. Recognizes credits from all approved institutions of equal rank with those of South Dakota.

Tennessee.—Certificates from other States whose standards of normal school admission and graduation are no lower than that of this State are validated. Reciprocal certification relations are maintained with most of the Southern States.

Texas.—Holders of diploma from a State normal college or of a life certificate in another State upon becoming a citizen of Texas, may receive a Texas permanent certificate provided the requirements are equal to those of Texas. Diplomas from colleges or universities recognized by the State superintendent of public instruction upon recommendation of the State board of examiners may be accepted as qualification for a State life certificate.

Utah.—Certificates and diplomas issued in other States may be recognized in Utah, provided they are granted on standards equal to Utah requirements. Institutions issuing diplomas must be of standard grade.

Vermont.—Reciprocity with other States may be established by the commissioner of education. Applicants must have at least 30 weeks' teaching experience. Recognized graduates from normal schools or colleges in other States are eligible for certificates, on the same terms as are graduates from Vermont institutions.

Virginia.—Certificates from States other than Virginia, which are not local and which represent training equivalent to that required for Virginia State certificates and satisfactory experience, are recognized as certificates to teach. All standard colleges are recognized for credits toward certification.

Washington.—Credits of 90 per cent or over on examination in other States, when papers are graded by State departments, are accepted, subject for subject, in accordance with the rules and regulations of the State board of education. The State board of education recognizes only grades earned in Washington institutions.⁶

West Virginia.—This State does not recognize certificates from other States. It does recognize credentials from institutions outside of the State which are accredited by the State boards of education on the basis of equivalent work to that done by institutions within the State.

Wisconsin.—Holders of certificates from other States may receive Wisconsin unlimited State certificates, provided certificates held are equivalent in required qualifications to the Wisconsin certificate. Applicants must have two years' experience in Wisconsin before this certificate can be made permanent. Also recognizes for certification courses given in institutions whose standards are equivalent to those of Wisconsin institutions.

Wyoming.—Recognizes credits from standard institutions in other States as basis for certificates, and certificates from other States when requirements meet the requirements for Wyoming certificates.

⁶The law of Washington provides that the State board of education may recognize credits earned in institutions outside the State toward certification. According to present practice apparently the board does not do so.

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STATE LAWS AND REGULATIONS CONCERNING TEACHERS' CERTIFICATES.

ALABAMA.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Life certificate.....	State board of education.	In State...	All schools....	For life.....	.....	5 years' tenure of first-grade certificate, 40 months teaching on first-grade certificate.	Division of teacher training and certification.	Division of teacher certification.	(1) Examination same as for first-grade certificates, with additional examination in history of education and at least two other professional subjects. (2) Evidence to State board from the county board that applicant has high degree of efficiency and professional attainment. Teaching experience in writing.
First-grade certificate (without examination).	do.....	do.....	do.....	6 years.....	Extended 1 year on professional study and reading circle study.	.....	.....	.....	Issued to graduates of Class A normal schools of Alabama, and other institutions of higher grade with equivalent requirements, who have completed a course in education approved by the State board. Examination in advanced English, physics, school law of Alabama, plane geometry, elementary psychology, and algebra, in addition to subjects required for second-grade certificate.
First-grade certificate (with examination).	do.....	do.....	do.....	do.....	May be renewed for 1 year at a time; not more than 4 years.	.....	Division of teacher training and certification.	do.....	Examination in arithmetic, history of Alabama, grammar, literature, geography, history and civics, theory and practice of teaching, school management, in addition to those subjects required for third-grade certificate.
Second-grade certificate.	do.....	do.....	do.....	4 years.....	do.....	.....	do.....	do.....	.....

State laws and regulations concerning teachers' certificates—Continued.

ALABAMA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Third-grade certificate.	State board of education	In State.	All schools.	2 years.	May be renewed for 1 year at a time; not more than 4 years.		Division of teacher training and certification.	Division of teacher certification.	Examination in orthography, reading, penmanship, grammar, arithmetic, United States history, geography, physiology, hygiene, agriculture, theory and practice of teaching.
Certificate or qualification to teach (validation of certificates issued in other States).	do.	do.	do.	Same as original or at the discretion of the State board.	Discretion of State board.				Issued on diploma and license from other States demanding qualifications equivalent to those in Alabama.

Special and provisional certificates under regulations prescribed by the State board.

1. A provisional license will not be issued except upon request of a county or city superintendent, is not renewable, and is not subject to extension.
 2. A provisional license will not be granted to the holder of a license that is valid in Alabama or any other State, nor to any applicant who has been rejected on a regular examination within 12 months next preceding the date of such application, except that a license of lower grade than the one applied for on such examination may, in the discretion of the State board, be granted.

3. The general policy of the State department of education will be to require graduation from a standard college as a condition precedent to the issuance of a first-grade license; of graduation from a standard normal school for the issuance of a second-grade license; and of graduation from a standard high school employing three or more teachers who give their entire time to high-school work for the issuance of a third-grade license; except that the holder of an Alabama license who has discontinued teaching for valid reasons and whose license has expired, may be granted a license of the same grade as the one last held.

ARIZONA.

Life certificate.	State board of education.	State.	All.	Life.	15 years.	State board of examiners.	State board of examiners.	Holders of first-grade certificate with 15 years' successful experience, 10 of which have been in the public schools of Arizona, who, in addition, have passed an examination in psychology, pedagogy, and school management with an average of 80, with no grade less than 75.

Special certificate: Music, drawing, agriculture, commercial sub- jects, kindergar- ten, manual training, house- hold arts. First-grade certi- ficate (without examination).	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Examination with an average of not less than 80 per cent, or credentials in the special subject applicant wishes to teach.
.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Without examination (a) to graduates of any normal school the requirements of which are equivalent to those of the normal schools of Ari- zona, and are accredited by the State board of education, and (b) to graduates of uni- versities and colleges of standard rank who have credit for at least 5 semester hours in education and psy- chology and in such subjects as the board may prescribe, (c) to holders of unlimited life certificates and equiva- lent credentials from other States, (d) to holders of an unexpired teacher's certi- ficate and 2 years' experience in teaching.
.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Examination in algebra, United States history, civics, physiology and hygiene, orthography, penmanship, composition, reading, teach- ing methods, arithmetic, school laws of Arizona, gram- mar, geography. An average of 80 per cent is required, with no grade of less than 70 per cent in arithmetic, or- thography, and grammar, and no grade of less than 60 per cent in any of the other subjects.
Primary certificate	.....do.....	.....do.....	Primary schools.	.....do.....	Renewable for 4 years.	.....do.....	.....do.....	.....do.....	Graduation from schools ac- credited by the State board of education, whose course includes special preparation for primary work.

State laws and regulations concerning teachers' certificates—Continued.
ARKANSAS—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Special subjects certificate.	County superintendent.	In county.	Special subjects only.	2 years.					Examination in subject applicant desires to teach. Completion of 2-year normal course required in home economics.
County license of second grade.	.....do.....	.....do.....	All schools.	1 year.	Renewable twice.		State board.	State board.	Examination same as for third-grade certificate, and in addition examination in history of Arkansas, and physiology and theory and art of teaching. Average, 75 per cent, minimum, 65 per cent.
County license of third grade.	.....do.....	.....do.....	.....do.....	6 months.	Renewable once.		.....do.....	.....do.....	Examination in orthography, reading, penmanship, English grammar, arithmetic, geography, United States history, and elementary agriculture. Average, 75 per cent, minimum, 60 per cent.

CALIFORNIA.

Name of certificate.	Issued by—	In the State.	High schools or grammar schools.	Life.	Persistence.	Experience required.	Questions.		Scholarship requirements.
							Prepared by—	Examined by—	
Life diploma for high schools.	State board of education.					48 months, 21 months of which is in California schools.			Issued to those who have held for 1 year a valid county or city and county certificate, corresponding in grade to the diploma applied for. On presentation of a resolution recommending the granting of a State diploma, signed by at least three-fourths of the county or city and county board of education under whom the applicant has taught.

Life diploma for elementary schools.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Same as for life diploma for high schools.
Life diploma for kindergartens and primary schools.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Do.
Life diploma special.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Do.
High school certificate. ¹	County board of education.	In the county.	6 years. ²	Renewable at the option of the county board. May be permanent after 5 years' experience; second renewal is permanent.	17 months or none.	(a) Issued to holders of high school credentials, approved by the State board. Minimum requirements as follows: Graduation from an accredited 4-year college course, in addition to a 4-year high school course, plus 1 year of graduate study in an approved institution, one-half year of which was devoted to academic study, and the remainder in a practice school of secondary grade in a university or normal school, and in addition, a recommendation for a high-school certificate from the faculty of such higher institution. (b) To holders of special credentials from the State board of education given on 17 months' successful experience and credentials as above. Said credentials sometimes determined by examination. (c) To holders of high-school certificates, issued by another city or county board in State of California.

¹ The State board of education issues "credentials" for certificates at its discretion. Credentials for high-school certificates are issued to applicants having the equivalent of a diploma of graduation from University of California and 1 year graduate work courses, including a prescribed amount of pedagogy. Credentials for elementary certificates are issued to those who have the equivalent of a diploma of graduation from a California State normal school or life diploma or certificate from another State.

² Any certificate granted to a candidate who has not had at least 1 year of experience shall not be valid for longer periods than 2 years.

CALIFORNIA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Elementary school certificate.	County board of education.	In the county.	Elementary schools and 2 years intermediate schools. If holder completed 2 years work in college and one year normal course he may teach 3d grade of intermediate schools, or 9th grade.	6 years.....	Renewable at the option of the county board. May be permanent after 5 years' experience; second renewal is permanent.	8 months or more, 12 months, 4 years.	County board of education.	County board of education.	On examination (a) candidates must have completed 4-years high school course or 4 years successful teaching experience, and passed satisfactory examination in reading, English and American composition, English and American literature, spelling, penmanship, drawing, vocal music, bookkeeping, arithmetic, algebra to quadratics, plane geometry, geography, civics, hygiene, United States history, history (ancient, medieval, and modern), school law, methods of teaching, and one of the following: Physics, chemistry, biology. Without examination (a) given to holders of life diplomas or certificates from any State approved by the State board as requiring qualifications equivalent to those in California, and (b) to holders of State normal diplomas in California or equivalent institutions approved by the State board of education, and (c) to holders of certificates from other counties or city and county of California who have had 8 months successful teaching experience, and (d) to holders of A. B. degrees in the University of California or equivalent institutions with 6 months experience or

12 units in pedagogy as prescribed by State board of education, and (e) to holders of State board credentials of elementary grade issued by the State board of education.

issued (1) to holders of kindergarten or primary certificates from other counties in the State; (2) to holders of diplomas of graduation from kindergaten department of any State normal school in the State; (3) to applicants having training in any institution with equivalent requirements to kindergarten department of California State normal schools, and (4) to holders of kindergaten credentials issued by the State board of education.

Issued (1) to holders of credentials approved by the State board of education, or (2) to holders of credentials issued by the State board of education. (Credentials approved by the board are granted by educational institutions. Credentials as issued by the board on compliance with equivalent requirements.)

- (1) Issued to holder of certificate in another county, and
- (2) to holder of State board high-school credentials, and
- (3) to holder of credentials of secondary grade issued by a university approved by the State board of education.

Kindergarten primary certificate.	do.	do.	Kindergartens and primary schools.	do.	do.	1 year.	
Special certificate ³ . 1. Elementary. 2. Secondary: Manual and fine arts, technical, commercial, physical culture, music, miscellaneous (as citizenship), oral and dramatic expression, library craft).	do.	do.	Special branches only in— 1. Elementary grades. 2. All elementary grades.	do.	do.	do.	
Temporary secondary certificate.	County superintendent.	In the county.	Secondary schools.	6 months.	Only one to any applicant in same county.		

3 At least 3 years experience as a journeyman or its equivalent is required as a minimum for any vocational certificate.

State diploma without examination.	State board of education.	do.	do.	5 years	Renewable for 5 years in discretion of State board of education; then renewable for life.	24 months'	do.	State board of examiners.	Graduation from a Colorado college maintaining standard 4-year course and requiring 4-year standard high-school course or equivalent for admission. Professional training equivalent to one-sixth standard 4-year course in at least three of these (one being No. 4): (1) General and educational psychology; (2) history of education; (3) science and principles of education; (4) practice teaching and special methods; (5) organization and management of schools; (6) philosophy, sociology, and anthropology. Applicant must have academic and professional attainments equivalent to above. Equivalency determined by the board. It may include an informal examination.
Upon examination.	do.	do.	do.	do.	do.	do.	do.	State board of examiners.	Discretion of State board of education. Recommended by State board of examiners.
Without examination.	do.	do.	do.	do.	do.	6 years' eminent educational service in Colorado.	do.	State board of examiners.	Scholarship qualifications same as for State diploma.
Temporary certificate.	do.	do.	do.	do.	Nonrenewable.	None.	do.	County superintendent.	Examination in orthography, reading, writing, arithmetic, English grammar, geography, history, and Constitution of United States and the constitution of Colorado, civil government, physics, natural science, theory and practice of teaching, and school law of Colorado. If applicant is to teach in high school, examination shall extend to such additional branches as are to be pursued in such schools.
First-grade county certificate.	County superintendent.	In county.	All schools (if accompanied by a high-school certificate).	3 years	Renewable at the option of the county superintendent.	12 months.	do.	State superintendent.	Same as first class, but lower percentage is required.
Second-grade county certificate.	do.	do.	Elementary schools.	15 months.	Not renewable.	None.	do.	do.	Do.
Third-grade county certificate.	do.	do.	do.	9 months.	do.	do.	do.	do.	Do.
School district certificate (districts of first class).	School district board.	District.	All schools.	Varies.	Determined by district board.	Varies.	do.	Determined by district board.	Requirements determined by district board.

State laws and regulations concerning teachers' certificates—Continued.
CONNECTICUT.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Statutory certificate.	State board of education.	In State...	All schools...	Generally 1 year until July 1 following examination.	Renewable on evidence that holder has taught and managed successfully.	.....	State board of education.	State board of education.	Examination in statutory subjects—spelling, arithmetic, penmanship, reading, grammar, history, duties of citizenship, physiology, geography. Issued only to candidates who have made an engagement to teach.
Elementary certificate.	do.....	do.....	Elementary schools.	do.....	May be renewed upon evidence showing that holder has taught and managed successfully.	.....	do.....	do.....	Examination on subjects required for statutory certificates, and in addition in literature, music, drawing, and elementary science. Examination must show evidence of ability to teach subjects. In addition to examination, papers on certain assigned topics on each of the subjects required by the board.
Supervision certificate.	do.....	do.....	All schools.....	do.....	do.....	2 years' experience required in a town having a supervisory agent.	do.....	do.....	Applicant must satisfy all requirements for an elementary certificate.
Kindergarten certificate.	do.....	do.....	In kindergarten schools.	do.....	do.....	.....	do.....	do.....	Applicant must submit papers showing an acquaintance with special kindergarten activities and music and drawing, and in addition preliminary papers and examination same as for elementary certificate.
Honor certificate.	do.....	do.....	All schools.....	do.....	do.....	2 years' experience.	do.....	do.....	Candidates should notify the secretary of the State board of their willingness to show by actual exercise in teaching children that they can teach and manage with exceptional skill.
Special excellence and special preparation certificate.	do.....	do.....	do.....	do.....	do.....	.....	do.....	do.....	Candidates may be required to send to the secretary of the State board a thesis on the special subject of the exami-

nation before being admitted to the examination. They will be examined in algebra, geometry, physics, drawing, music, art, agriculture.

(1) May be issued to persons who have successfully supervised in not less than 6 schools for 5 consecutive years in the State, and during this time have given their whole time to supervision.

(2) Issued to persons who have satisfactorily passed examination proving their possession of knowledge, professional training, and qualifications for supervision, and a knowledge necessary for organization and management of schools, instruction of teachers, and progress and advancement of children in the several grades. They will be examined in State school laws, organization of public schools, courses of study, history of education in Connecticut, supervision and qualifications of teachers.

Issued at discretion of committee. Must show literary attainment and ability to teach. Certificate must state branches applicant is capable of teaching.

Examination in reading, writing, arithmetic, grammar, rudiments of geography, rudiments of history, rudiments of drawing if required. Applicants must pass examination in the effects of alcohol and narcotics if they expect to teach above the third grade.

Issued to persons having made special preparation to teach special subjects on examination in special subject. It may include exercises in teaching.

Supervisor's certificate.	.....do.....	Indefinite.....	.....do.....	5 years' experience as supervisor or teacher.	.....do.....	.....do.....
Local high-school certificate.	High-school committee.	In town and district.	High-school branches named.	.....do.....	At discretion of committee.	High-school committee at the time appointed by it.
Local public-school certificate.	School visitors, school committee, or board of education.	.....do.....	In specified schools in branches named.	.....do.....	.....do.....	School visitors, school committee, or board of education.
Special subject certificate in music, home economics, kindergarten and others prescribed by State board.	State board....	State.....	Special subjects.	.....do.....	Renewable.....	State board....

DELAWARE.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Certificate in administration and supervision.	State commissioner of education.	State.....	Administration and supervision in all schools. ¹	3 years.....	Renewable for 3-year periods on evidence of successful experience and professional spirit.	5 years as administrator and teacher.	.....	.....	Graduation from a State college or a university, and in addition completion of 1 year's graduate study at a recognized university; course to include public school administration, supervision, and method of teaching.
Certificate in elementary school supervision.	.....do.....	.....do.....	Elementary schools. ¹	.....do.....	.....do.....	3 years' experience in elementary schools as supervisor or teacher.	.....	.....	(a) Graduation from standard normal course and in addition completion of 2 years' academic work in standard college or university; course to include academic branches related to the elementary schools and elementary school methods and supervision. (b) Graduation from 4-year course of a standard college or university, which course includes work in academic branches related to the elementary school and elementary school methods and supervision.
Certificate in special supervision: physical training, music, fine and applied arts, household arts, manual or industrial training, agriculture.	.....do.....	.....do.....	Special subjects. ¹	.....do.....	.....do.....	3 years' experience as supervisor or teacher.	.....	.....	Applicant must have specialized in the branch or branches for which the certificate is issued, including art of teaching and supervising special subjects, and have completed 4 years of work of college grade.
Superintendent of schools' certificate.	.....do.....	.....do.....	Special school districts. ¹	.....do.....	.....do.....	3 years' experience as administrator, principal or teacher.	.....	.....	Graduation from standard college or university and in addition 1 year's graduate work at standard university including elementary school

High school principal's certificate.	do.	do.	High schools. ¹	do.	do.	2 years' experience as principal or teacher.		and high-school methods, supervision, and administration. Graduation from a standard college or university and in addition a year's graduate work at standard university including high-school methods, supervision, and administration.
High and elementary school principal's certificate.	do.	do.	Elementary and high schools.	do.	do.	1 year's experience as principal or teacher.		Graduation from a standard college or university. Applicant must have included in college course work in the teaching of elementary school and high-school subjects and in supervision and administration. This certificate is required in State-aided high schools and high schools rated by the commissioner of education and valid in elementary schools in the same building as such high schools. Graduation from standard college or university. Applicant's course must have included at least two high-school branches continuously pursued for 2 years, aims and methods of secondary education, and practice teaching of high-school studies.
High school teacher's certificate.	do.	do.	High schools State-aided or rated by commissioner of education and added grades of elementary schools.	do.	do.			Applicant must have specialized in the branch or branches for which the certificate is issued, including art of teaching same, and have completed 4 years of work of college grade.
Special high school teacher's certificate: Music, manual or industrial training, household arts, fine and applied arts, commercial branches, physical training, agriculture.	do.	do.	State-aided high schools and those rated by the commissioner of education.	do.	do.			

¹ Certificates in administration and supervision are required of all county superintendents. Certificates in elementary school supervision are required of assistant superintendents and elementary school supervisors. Certificates in special supervision are required from supervisors of special subjects. A superintendent of schools' certificate is required in all special school districts. A high-school principals' certificate is required in all first-class State-aided high schools.

State laws and regulations concerning teachers' certificates—Continued.
DELAWARE—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Elementary school principal's certificate.	State commissioner of education.	State.....	Elementary schools with 3 or more teachers.	3 years.....	Renewable for 3-year periods on evidence of successful experience and professional spirit.	3 years.....	.....	.....	(a) Applicant must have completed a 2-year standard normal course. Applicant must have in addition not less than a full half year's work at a recognized college or university in elementary school methods, supervision, and administration. (b) Equivalent academic and professional work in a recognized college or university.
Elementary school teacher's certificate: First grade (a)	.....do.....	.....do.....	Elementary schools.	.....do.....	.....do.....	.....	.....	.....	Completion of a 2-year professional elementary school course in a standard normal school, college, or university. Completion of 2-year professional course in kindergarten or in primary work in a standard normal school, college, or university.
First grade (b)	.....do.....	.....do.....	Kindergarten and first 3 primary grades of the elementary school.	.....do.....	.....do.....	.....	.....	.....	Graduation from a high school having a 4-year course, or the equivalent, on examination in reading, spelling, writing, arithmetic, oral and written English, geography, history of the United States and Delaware, community civics, elementary science, hygiene and sanitation, music, drawing, handwork, physical training, theory and practice of teaching, and such other subjects as may be required by the State board of education, provided that applicant
Second grade.	.....do.....	.....do.....	Elementary schools except those of special school districts.	2 years.....	May be renewed for 2 years after successful experience and 6 weeks' additional professional preparation in a standard institution. Additional renewals on condition as above.	.....	State commissioner of education with the approval of State board of education.	State commissioner of education.	

FLORIDA.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
State life certificate	State superintendent.	State.....	All.....	Life.....		18 months high school or college teaching within the State under a State certificate.	.....	.....	Applicant must have valid State certificate used in Florida and must show evidence of eminent ability to teach by recommendation of three persons holding life certificates.
Graduate State certificate.	.....do.....	.....do.....	.....do.....	5 years.....	Made life graduate certificate after 24 months' experience and indorsement from 3 persons holding life certificates.		President of institution.	.....	Graduation from a normal or collegiate department of the University of Florida and the Florida State College for Women, or any chartered college or university in the State maintaining equal courses with the above, and approved by the State board of control or an equivalent substitute, with a general average during the junior and senior years of 83 per cent and having devoted three-twentieths of their time to psychology and education.
Life primary certificate.	.....do.....	.....do.....	Primary.....	Life.....		32 months in a school of not less than 4 teachers. (a) 48 months. (b) 20 years, 10 of which are consecutive on 1st grade certificate. (c) 48 months on certificates filed.	.....	.....	Applicant must have 32 months' successful experience under primary certificate.
First-grade life certificate.	.....do.....	.....do.....	All.....	.....do.....			State board of examiners.	State board of examiners.	(a) Applicant must have two first-grade certificates, whose average grade is 90 per cent or more and one of which is valid. (b) Must file with State superintendent valid first-grade certificate and evidence of experience as in column 6. (c) Must file with State superintendent first-grade certificate with three extensions secured by attendance at summer schools.

First-grade certificate.	.....do.....	.....do.....	.....do.....	.....do.....	May be renewed one year for attendance at summer school.	.....do.....	.....do.....	.....do.....	Examination same as for second-grade certificate with additional examination in algebra, and physical geography. Applicant must make average of 85 per cent with no branch below 60 per cent. Applicant must file diploma or certified copy of same showing that he or she is a regular graduate of a standard college, university, or normal school, since June 15, 1905, with student record from alma mater.
Graduate first-grade certificate.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Applicant must file diploma or certified copy showing that he or she is a regular graduate of a standard college, university, or normal school, since June 15, 1905, with student record from alma mater.
State certificate.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	24 months.	State board of examiners.	State board of examiners.	Examination in geometry, trigonometry, physics, botany, zoology, Latin, rhetoric, English literature, psychology, general history. Average of 85 per cent and no branch below 60. Applicant must make at least an average of 80 per cent with no grade below 60 on the examination in the following studies as they relate to primary teaching: Nature study, drawing, manual training, school singing, elements of psychology. Same marks on reading, arithmetic, grammar, composition, geography, United States history. Must have one year special instruction in primary methods in recognized normal school or its equivalent.
Primary certificate.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Kindergarten and grades 1-3 in schools of 4 or more teachers.	4 years.	.....do.....	Applicant must make at least an average of 80 per cent with no grade below 60 on the examination in the following studies as they relate to primary teaching: Nature study, drawing, manual training, school singing, elements of psychology. Same marks on reading, arithmetic, grammar, composition, geography, United States history. Must have one year special instruction in primary methods in recognized normal school or its equivalent.
Graduate primary certificate.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Applicant must file diploma or certified copy showing that he or she is a regular graduate of a standard college, university, or normal school, since June 15, 1905, with student record from alma mater.

1 State board of examiners acting as commission with the State superintendent.

State laws and regulations concerning teachers' certificates—Continued.

FLORIDA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Special certificates (any subject above those required for the second-grade certificate).	State superintendent.	State	Special subjects only.	5 years.....	Renewable on one year's attendance at summer school.	.....	State board of examiners.	State board of examiners.	Examination in special branch which applicant wishes to teach.
Graduate special certificate.	do. ¹	do.....	do.....	do.....	do.....	.....	.....	.....	Applicant must file diploma or certified copy showing that he or she is a regular graduate of a standard college, university, or normal school, since June 15, 1905, with student record from alma mater.
Second-grade certificate.	do.....	do.....	All.....	3 years.....	do.....	.....	State board of examiners.	State board of examiners.	Examination in arithmetic, geography, orthography, history, grammar, composition, physiology, hygiene, reading, agriculture, theory and practice of teaching, civil government. Applicant must make average of 80 per cent with no branch below 60 per cent. Same as above, except a average must be 70 per cent with no branch below 50 per cent, omitting agriculture and civil government.
Third-grade certificate.	do.....	do.....	do.....	1 year.....	do.....	.....	do.....	do.....	.....
Temporary certificates.	do.....	County or adjoining county.	do.....	Until next examination.	Until next examination.	None.....	Without examination.	.....	.....

GEORGIA.

Name of certificate.	Issued by—	In State...	Elementary schools or high schools (see column 10).	Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
							Prepared by—	Examined by—	
Professional normal certificate.	State board of education.	.....	.....	3 years.....	Renewable for an indefinite number of 5-year periods of active	.....	.....	State board of education.	(a) Graduation from an approved normal school, this curriculum of which is equivalent at least to 14 high school units. Applicant must have

<p>completed at least 1 year's work in 3 educational courses and passed examination given at State normal school by the normal school board under the general direction of the State board of education.</p> <p>(f) If courses completed by graduation from normal school include two full courses of college grade each running for 2 years, the certificate is valid in high school grades. (b) Graduation from university summer school on similar plan of courses and examination. If courses include four subjects of college grade, the certificate is valid for high school grades.</p> <p>(c) Issued also to graduates of normal schools with diploma covering requirements as in "(a)" who hold first grade general elementary certificates.</p> <p>(a) Graduation from an approved college in the State with A. B. degree if work includes three courses in education preparatory to teaching, supervision and administration, courses to be equivalent to at least 3 hours a week throughout the year. Certificate given under plan similar to that for professional normal certificates. (b) Graduates of colleges in the State as above, without described courses, who hold temporary professional certificates, and have completed three professional courses in summer school, normal, or college.</p>							
<p>teaching or supervision, subject to the regulations of the State board concerning attendance at professional school or examination in reading circle course.</p>				<p>(d) Experience is required. Amount not stated.</p> <p>(e)....do.....</p>			
<p>Professional college certificate.</p>				<p>.....do.....</p> <p>All schools.....do.....</p>			

State laws and regulations concerning teachers' certificates—Continued.

GEORGIA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Professional college certificate.									<p>(c) Graduates of colleges as above outside State, who submit satisfactory examination in history and geography of Georgia, and who have taken courses as required above, or who hold temporary professional certificate.</p> <p>(d) A. B. degree from university or college and in addition one session in summer school, normal school or college. Issued to applicants actually engaged in teaching.</p> <p>(e) Applicants actively engaged in teaching who are graduates of institutions of grade lower than 13 unit colleges, and who have attended at least one session of summer school, normal school or college, and fulfilled requirements for professional college certificates.</p> <p>Graduation at least from an approved high school or its equivalent and special training in the subject the applicant desires to teach, and science and art of teaching. (Also modified to meet requirements of Smith-Hughes law.)</p>
Special subject certificate: Music, manual training, physical education, domestic science, kindergarten, commercial branches, stenography.	State board of education.	In State.	Special subjects only.	3 years.	Renewable for an indefinite number of 3-year periods of active teaching or supervision, subject to the regulations of the State board concerning attendance at professional school or examination in reading circle course.				

County certificates. Primary certifi- cates: Grade 1—90 per cent. Grade 2—75 per cent. Grade 3—60 per cent.	County board of education.	In county.	First grades.	four grades.	3 years. 2 years. 1 year.	First-grade cer- tificates re- newable on 3 years' suc- cessful expe- rience and completion of reading course pre- scribed by the State board of edu- cation.	State school commission- er.	County school commission- er.	Examination in reading, writ- ing, spelling, arithmetic (40 percentage), language les- sons, composition, elemen- tary geography, and new manual of methods.
General elemen- tary certificate: Grade 1—90 per cent. Grade 2—75 per cent. Grade 3—60 per cent.	do.	do.	Elementary schools.		do.	do.	do.	do.	Same as for primary certificate, and in addition examination in arithmetic, grammar, his- tory of the United States, civics, geography, physiology, agriculture.
High school and supervisory cer- tificate: Grade 1—90 per cent. Grade 2—75 per cent. Grade 3—60 per cent.	do.	do.	High schools.		do.	do.	do.	do.	Examination in school man- agement and methods of teaching high school subjects, and in three of the following groups: (1) Mathematics— Arithmetic, algebra through quadratics, plane geometry. (2) English—Grammar, com- position, rhetoric, English and American literature. (3) Science—Agriculture, phys- ics, biology, elementary phys- iology, botany, zoology. (4) Languages—Latin, French, German, Spanish, Greek. (5) History—Ancient, modern, English.
Equivalent certifi- cate.	State board of education.	State	Schools for which issued.		Time for which originally is- sued.	See column 5.			Holders of certificates from other States provided that equivalent qualifications are shown. Examination re- quired in history and geo- graphy of Georgia.
Temporary profes- sional certificate.	do.	do.	All.		Until next reg- ular exami- nation.				Issued to graduates of college who have not taken the pre- scribed courses in education, but have completed reading course prescribed for renewal of temporary certificate.

State laws and regulations concerning teachers' certificates—Continued.

IDAHO.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
State life certificate.	State board of education.	State.....	All.....	For life.....	.....	5 years.....	State board of education.	State board of education.	(a) Issued to applicants who hold life certificates from other States of approved educational standing, who have had at least 5 years' experience, 2 of which have been in the State of Idaho, and who furnish evidence satisfactory to the board of their ability to instruct and manage any school, by showing that they are professionally trained or qualified. Applicant must have credit in examination in Idaho civil government, including school law, and Idaho manual of the course of study. (b) Issued to applicants who pass a thorough examination in such branches as the board may direct, and who have experience in (a).
State certificate.....	.....do.....	.....do.....	.....do.....	8 years.....	Renewable at the discretion of the State board of education.	(a) 18 months, (b) 3 years.	.....do.....	.....do.....	(a) Issued to graduates from the advanced course (2 years' normal work above four-year high school), in State normal schools, and to graduates of A. B. or B. S. course of a department of education in colleges or universities if such institutions are approved by the State board of education; (b) or to persons who hold State life certificates issued in other States upon examination, provided all applicants have been engaged in teaching within 2 years of the date of such application, and have had at least 18 months' successful experience. In addi-

dition, applicants must have credit in an examination in Idaho civil government, school law, and manual or the course of study. (c) As to applicants who pass a thorough examination in such branches as the State board of education may direct, provided that the applicant has been successfully engaged in teaching for at least three years, and furnishes evidence satisfactory to the board of his ability to instruct and to manage any school within the State, and who holds at the time a valid first-grade certificate.

first-grade certificate, issued to applicants who present satisfactory evidence that they have completed at least a year course in the specialty which they desire to teach in an approved college or school which has a course of study in such specialty which has been approved by the State board of education, provided that all candidates shall first present satisfactory evidence of having completed an academic course of a grade not lower than graduation from an approved high school before taking this special course and provided that all candidates shall have credit in examination in Idaho civil government, school law, and Idaho manual of the course of study.

[illegible]

NOTE.—Candidates for all classes of high-school certificate shall be required to have credit on examination in Idaho civil government, including school law, and in high school curriculum methods and organization, including special high-school conditions in Idaho. Examination is based upon texts and reports determined by the State board of education. Examination given by the State board of education.

State laws and regulations concerning teachers' certificates—Continued.
IDAHO—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
State life high school certificate.	State board of education.	State.....	In grades 7 to 12 inclusive.	For life.....	.....	21 months or 40 months.	State board of education.	State board of education.	Issued to graduates from an approved college or university, including at least four full semesters' work in a professional course for teachers who have had at least 21 months' experience, or to holders of State high school 5-year certificate with at least 5 years' experience, aggregating not less than 40 months.
State high school 5-year certificate.	.....do.....	.....do.....	.....do.....	5 years.....	Not stated.....	14 months or 30 months.	.....	.....	(a) Issued to graduates from an approved college or university who have had not less than 14 months successful experience. (b) Issued to applicants on completion of not less than two years' normal school or college work above high-school grade, and not less than 30 months successful experience, provided that the college or university or normal school above referred to include at least three full semesters of professional work for teachers.
State high school 1-year certificate.	.....do.....	.....do.....	.....do.....	1 year.....	May be renewed for 2 years on satisfactory evidence of successful teaching for at least 8 months.	.....	.....	.....	Issued to applicants who have completed at least 2 years normal school or college work above high-school grade of quality and character satisfactory to the State board of education. The course must include at least two full semesters of professional work for teachers.

First-grade county certificate.	County superintendent.	County... independent.	Elementary schools.	5 years.....	Renewable once if applicant has had 21 months' experience and 18 weeks' professional work in professional school and has received credit for such work.	7 months.....	do.....	State superintendent.	Issued to applicants who have passed a satisfactory examination in all the branches required for a second-grade certificate, and in addition in English literature, principles of teaching, algebra, physics, or botany, and mediaeval and modern or English history. Holders of valid second-grade certificates may be excused from examination in second-grade subjects if they have had seven months' teaching experience and have attended since receiving second-grade certificates a professional school for teachers for at least 6 weeks and received credits in at least four subjects.
Second-grade county certificate.	do.....	do.....	do.....	3 years.....	May be renewed if holder has taught successfully not less than 14 months during the life of certificate, and has attended a professional school for teachers for at least 6 weeks and received credits in at least two subjects.	7 months.....	do.....	do.....	Issued to applicants who have passed a satisfactory examination in all branches required for third-grade certificates, and in addition in physical geography, American literature, English composition, and the cataloging and use of school libraries. Applicants may be excused from examination in third-grade subjects if they hold valid third-grade certificates, have taught 7 months, and have attended since receiving such third-grade certificate a professional school for teachers for at least 6 weeks and received credits in at least two subjects of normal school or university grade.

NOTE.—A professional school for teachers shall mean a State normal school, a State summer normal school for teachers, a department of education in the State university, or State normal school or teachers' normal institute, maintained under such conditions and restrictions as may be provided by the State board of education.

State laws and regulations concerning teachers' certificates—Continued.

IDAHO—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Third-grade county certificate.	County superintendent.	County . . .	Elementary schools.	1 year	May be renewed if holder attends a professional school for teachers for a period of not less than 6 weeks and receives credits in at least 2 subjects or passes an examination in all the subjects required for a third-grade certificate.	.....	State board of education.	State superintendent.	Examination in orthography, spelling, reading, penmanship, arithmetic, elementary composition, grammar, geography, history of the United States, civil government of the United States and of the State of Idaho, physiology and hygiene, school law, manual of the elementary course of study for Idaho and the elements of agriculture. In addition to passing examination as above, applicant shall have attended a professional school for teachers for at least 6 weeks and shall have received in such school standings in the school law of Idaho, in school management and in methods of teaching, reading, language, arithmetic, history, and geography, provided that the provisions relative to the attendance at professional schools shall not apply to persons who have taught successfully for at least 8 months prior to July 1, 1911.

NOTE.—No person shall be granted any form of county certificate who has not completed 4 years of high-school work or its equivalent unless he has had 8 months' experience prior to May 1, 1914.

ILLINOIS.

State elementary certificate.	State superintendent.	State.....	Elementary and 2 years of high.	4 years.....	Renewable at expiration for life on evidence of successful experience.	3 years, 2 in State on a first grade certificate.	State examining board.	State examining board.	All of the following: (1) Graduation from a recognized high school and a recognized normal school, ¹ or equivalent preparation. (2) Examination in English, educational psychology, and principles of teaching. (3) Thesis on one or more elementary school subjects as selected from a list furnished by the superintendent of public instruction.
Four years' high-school certificate.	.....do.....	.....do.....	Elementary and high.	.....do.....	.....do.....	3 years' experience, 2 of which are in the State on first-grade certificate, high-school certificate or supervisory county certificate.	.....do.....	.....do.....	All of the following: (1) Graduation from a college or university, or equivalent preparation. (2) Examination in English, educational psychology, principles and methods of teaching. (3) Thesis on secondary school problem.
Four years' supervisory certificate.	.....do.....	.....do.....	Supervision or teaching all grades.	.....do.....	.....do.....	3 years, 2 in State on county supervisory certificate.	.....do.....	.....do.....	All of the following: (1) Graduation from high school and normal school or equivalent preparation. (2) Examination in English, educational psychology, sociology, history of education, school organization, administration and supervision. (3) Thesis on some problem of school administration.
First-grade elementary school certificate.	County superintendent.	County.....	First 10 grades of common schools and in high schools when in same by county superintendent.	3 years.....	Renewable indefinitely for 3-year periods on evidence of successful teaching experience and professional growth satisfactory to the county superintendent.	(a) 6 months or (b) 1 year.	.....do.....	.....do.....	(a) Graduation from a recognized high school or equivalent preparation, and examination in orthography, English, spelling, civics, Illinois history, physiology, arithmetic, pedagogy, general history, algebra, and any three of the following: Botany, zoology, physics, chemistry, photography. (b) Graduation from a recognized normal school or institution offering an equivalent preparation.

¹ Illinois normal schools do not require high-school graduation for entrance. Pupils are taken after completion of the tenth grade for certain courses. The word "recognized" as used here means approved by the State superintendent or State examining board.

State laws and regulations concerning teachers' certificates—Continued.

ILLINOIS—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
High-school certificate.	County superintendent.	County . . .	High and seventh grades.	3 years	Renewable indefinitely for 3-year periods on evidence of successful teaching experience and professional satisfactory to the county superintendent.	.....	State examining board.	State examining board.	Completion of 2 years in recognized higher institution of learning in addition to graduation from recognized high school, and examination in English, pedagogy, and 6 high-school subjects. Graduates of recognized normal schools, colleges or universities may offer certified credit in lieu of the examination in the above subjects if accompanied by recommendations of faculty regarding applicant's ability to teach in high schools.
Supervisory certificate.	.....do.....	.....do.....	All . . . . .	.....do.....	Renewable for 3-year periods on evidence of successful teaching or supervision and professional growth.	2 years' teaching or supervising.	.....do.....	.....do.....	Graduation from a recognized high school and 2 years' work in higher institution, 1 year of which shall be in a normal school or equivalent preparation and examination in English, educational psychology, history of education, school administration.
Second-grade elementary school certificate.	.....do.....	.....do.....	Elementary grades 9 and 10 when endorsed by county superintendent.	2 years	Renewable on 6 months' teaching or 12 weeks' professional training. Renewable second time for 18 weeks professional training at recognized schools and after renewed in-	.....do.....	.....do.....	.....do.....	(a) Examination in orthography, civics, Illinois history, physiology, penmanship, reading, grammar, geography, United States history, arithmetic, elementary science, pedagogy, principles and methods of the State course of study. Graduation from a recognized high school or equivalent preparation is required for admission to this examination. (b) May also be given to persons who have completed the

Junior year's work in a recognized normal school or its equivalent.

Graduation from recognized high school, and from kindergarten training school or equivalent courses; in lieu of latter applicant must pass examination in English, theory and practice of kindergarten or primary work as prescribed by examining board.

Graduation from recognized high school or equivalent preparation and completion in higher institution of at least 2 years' special training in special subjects applicant desires to teach and in addition certified credits in English, and principles and methods of teaching, and evidence applicant has taught the given subjects successfully. In lieu of special training a certificate may be obtained by examination in English and principles and methods of teaching special subject or subjects.

(a) Issued to those who fall below required average for second-grade certificate. (b) Issued without examination to persons who have completed 2 years of work in a recognized normal school or 1 year of such work if applicant completed the tenth grade.

Kindergarten primary certificate.	.....do.....	.....do.....	.....do.....	None.....	.....do.....	.....do.....	.....do.....	Graduation from recognized high school, and from kindergarten training school or equivalent courses; in lieu of latter applicant must pass examination in English, theory and practice of kindergarten or primary work as prescribed by examining board.
Special certificate: Music, drawing, agriculture, manual training, domestic science, physical training, penmanship, bookkeeping, or other subjects authorized by examining board.	.....do.....	.....do.....	.....do.....	Some Amount not specified.	.....do.....	.....do.....	.....do.....	Graduation from recognized high school or equivalent preparation and completion in higher institution of at least 2 years' special training in special subjects applicant desires to teach and in addition certified credits in English, and principles and methods of teaching, and evidence applicant has taught the given subjects successfully. In lieu of special training a certificate may be obtained by examination in English and principles and methods of teaching special subject or subjects.
Provisional certificate of second and third grades.	.....do.....	.....do.....	.....do.....	Nonrenewable.	.....do.....	.....do.....	.....do.....	(a) Issued to those who fall below required average for second-grade certificate. (b) Issued without examination to persons who have completed 2 years of work in a recognized normal school or 1 year of such work if applicant completed the tenth grade.

NOTE.—Emergency certificates of any grade may be issued by the county superintendent, good in the county, until the next examination. They may be issued to applicants who present to the county superintendent satisfactory evidence of their qualifications for such certificates.

State laws and regulations concerning teachers' certificates—Continued.

INDIANA.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Life license.....	State board of education.	In State.....	All schools.....	For life.....	.....	.....	State board of education.	State board of education.	Applicant must be holder of professional license, and passed examination in geometry, rhetoric, general history English literature, physics, geography, and two of the following: Chemistry, geology, zoology, with grades as for professional certificate.
Life State license (for college graduates only).	.....do.....	.....do.....	.....do.....	.....do.....	.....	30 months, 10 of which in Indiana.	.....do.....	.....do.....	Issued to graduates of colleges who have 36 months' common school license, or higher, and have passed examination in three of the following: General history of education, school systems and law of Indiana, educational psychology, experimental psychology, child study, school systems of Europe and America, science of education and methods of instruction.
Life license by validation.	State superintendent.	.....do.....	.....do.....	.....do.....	.....	.....	.....	.....	Issued to those having life licenses in other States which were granted upon examination and training equivalent to those required for life licenses in Indiana.
State normal diploma.	State normal school, validated by State superintendent.	.....do.....	.....do.....	.....do.....	.....	2 years.	.....	.....	(1) State normal diploma, representing 3 full years in addition to 4 years of high school education. Must be countersigned by State superintendent after the required experience. (2) State normal school may grant to graduates a life certificate after 2 years' successful experience.

Life certificate.....	State teachers' training board.	.....do.....	(a) Elementary schools. (b) High schools.	.....do.....	.....do.....	.....do.....	.....do.....	(a) Holder of State elementary provisional certificate on satisfactory evidence of two years' successful teaching in the public elementary schools of the State within the life of the State provisional certificate. (b) Issued to holders of high school provisional certificates on satisfactory evidence that applicant has taught successfully two full years the subjects in which he has 2 full years' credit.
Professional license.	State board of education.	.....do.....	All schools.....	8 years.....	48 months.....	State board of education.	State board of education.	Applicant must have held two 36 months' licenses and passed examination in the following: Algebra, civil government, American literature, science of education, and two of the following: Geometry, Latin, botany, physics, Spanish, education. The average grades must be 85 per cent and no branch below 75.
Provisional certificate: (a) Elementary certificate. (b) High school certificate.	Institution in which course is completed.	.....do.....	Elementary schools. High schools in certain subjects.	4 years.....	None required.	No examination given.	.....do.....	(a) Graduation from any 2-year teachers' courses approved by State teachers' training board. Must be countersigned by the State superintendent. (b) Issued to graduates from approved 4 years' teacher training courses for teaching the subjects in which applicant has earned at least two full years' credit.
Provisional special or supervisor's certificate: Drawing, penmanship, manual training, physical culture, domestic science, kindergarten.	State superintendent.	.....do.....	Subjects for which issued.	4 years.....	.....do.....	.....do.....	.....do.....	Graduation from approved 2-year teachers' training courses if applicants have pursued the special teaching or supervisory courses therein in the subjects for which certificate is issued.

State laws and regulations concerning teachers' certificates—Continued.

INDIANA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory	Schools.				Prepared by—	Examined by—	
Special licenses	State board of education.	District schools and small towns.	Elementary grades.	3 years.					Graduation from a special 2-year course for teachers.
Common school license. 12 months. 24 months. 36 months.	State superintendent.	do.	do.	12 months. 24 months. 36 months.	Provision made for exemption for holders of 36-month license after 6 years' experience if applicant remains in profession.		State board.	State superintendent of public schools.	Class A qualifications with an average of 85 per cent, no branch less than 75, in examination on arithmetic, grammar, literature, history, reading, physiology, geography, science of education, orthography, writing, and scientific temperance. Class B qualifications and in addition an examination in branches enumerated above for 12 months' license with an average of 90 per cent and no branch below 80 per cent. Class C qualifications plus examinations as for 12 months' license. Average of 95 per cent, no branch below 85 per cent.
Primary licenses. 12 months. 24 months. 36 months.	do.	do.	1st, 2d, 3d, 4th grades.	12 months. 24 months. 36 months.	do.		do.	do.	Same as for common schools licenses, except applicants answer 3 of the 8 questions given, and 3 additional questions relating to the primary phases of the subject.
High school licenses. 12 months. 24 months. 36 months.	do.	do.	High school subjects designated.	12 months. 24 months. 36 months.	do.		do.	do.	Eligibility requirements same as for common school license. Subjects elected from those taught in high school and science of education.
Supervisor's licenses. 12 months. 24 months. 36 months.	do.	do.	To supervise and teach special subjects.	12 months. 24 months. 36 months.	do.		do.	do.	Requirements and regulations same as for common school license in these 3 grades. Examinations in special subjects only, or in lieu of ex-

Music, art, domestic science, agriculture, physical culture.	Kindergarten licenses.	12 months. 24 months. 36 months.	County common school certificate.	12 months. 24 months. 36 months.	Primary certificate.	12 months. 24 months. 36 months.
	Kindergarten licenses.	12 months. 24 months. 36 months.	Kindergarten	12 months. 24 months. 36 months.	Elementary grades.	12 months. 24 months. 36 months.
	County common school certificate.	12 months. 24 months. 36 months.	County superintendent.	12 months. 24 months. 36 months.	Elementary grades.	12 months. 24 months. 36 months.
	County common school certificate.	12 months. 24 months. 36 months.	County superintendent.	12 months. 24 months. 36 months.	Elementary grades.	12 months. 24 months. 36 months.
	County common school certificate.	12 months. 24 months. 36 months.	County superintendent.	12 months. 24 months. 36 months.	Elementary grades.	12 months. 24 months. 36 months.
	County common school certificate.	12 months. 24 months. 36 months.	County superintendent.	12 months. 24 months. 36 months.	Elementary grades.	12 months. 24 months. 36 months.
	County common school certificate.	12 months. 24 months. 36 months.	County superintendent.	12 months. 24 months. 36 months.	Elementary grades.	12 months. 24 months. 36 months.
	County common school certificate.	12 months. 24 months. 36 months.	County superintendent.	12 months. 24 months. 36 months.	Elementary grades.	12 months. 24 months. 36 months.
	County common school certificate.	12 months. 24 months. 36 months.	County superintendent.	12 months. 24 months. 36 months.	Elementary grades.	12 months. 24 months. 36 months.
	County common school certificate.	12 months. 24 months. 36 months.	County superintendent.	12 months. 24 months. 36 months.	Elementary grades.	12 months. 24 months. 36 months.

NOTE.—(1) Temporary permits to teach may be issued by the county superintendent at his discretion to applicants who meet the minimum professional training requirements affixed by law and who have not failed in any regular examination during the current year.

(2) A high school equivalency examination is given by the State board of education. Satisfactory examination in high school subjects may be accepted in lieu of high school graduation as qualification for entrance to normal training courses.

Teachers' qualifications.—The qualifications required for teaching for the different classes shall be as follows: (a) A teacher without experience: Shall be a graduate of a high school or its equivalent. Shall have had not less than one term of 12 weeks' work in a school maintaining a professional course for the training of teachers: Provided, that completion of one year or more in a recognized college shall be accepted in lieu of 12 weeks' work in a school maintaining a professional course for the training of teachers. Shall not have less than a 12 months' license.

(b) A teacher with 1 school year's experience: Shall be a graduate of a high school or its equivalent. Shall have not less than two terms of 24 weeks' work in a school maintaining a professional course for the training of teachers or the equivalent of such work: Provided, that the 1 year of college work optional for a teacher without experience shall be accepted as one of the required two terms of work in the class. Shall have a 2 years' license. Shall have a success grade.

(c) A teacher with 3 or more years' successful experience: Shall be a graduate of a high school or its equivalent. Shall be a graduate from a school maintaining a professional course for the training of teachers or its equivalent. Shall have a 3 years', 5 years', 8 years', or a life license. Shall have a success grade.

(d) A teacher with 5 or more years' successful experience: Shall be a graduate of a high school or its equivalent. Shall be a graduate from a school maintaining a professional course for the training of teachers or its equivalent. Shall have taught as a class (c) teacher two or more years previous to entering this class. Shall have a 3 years', 5 years', 8 years', or life license. Shall have a success grade: Provided, that for teachers already in the service prior to August, 1908, successful experience in teaching shall be accepted as an equivalent for high school and professional training, as required by all the above classifications.

State laws and regulations concerning teachers' certificates—Continued.

IOWA.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
First-grade State certificate upon examination.	State board of examiners.	In State..	All schools....	5 years.....	Renewable for life after 5 years' successful teaching, 3 of which shall have been during the life of said certificate.	2 years.....	State board of examiners.	State board of examiners.	Examination in the following subjects: Reading, arithmetic, geography, English grammar, United States history, music, physiology, civics, algebra, physics, economics, bookkeeping, drawing, botany, English composition, elementary psychology, school law, history of education, school management, rhetoric, literature, both English and American, general history, geometry, advanced psychology, school supervision.
Second-grade State certificate upon examination.	do.....	do.....	do.....	do.....	do.....	do.....	do.....	do.....	Examination in subjects as for first-grade certificate, except rhetoric, literature, general history, geometry, advanced psychology, school supervision.
Primary State certificate.	do.....	do.....	1st, 2d and 3d grades.	do.....	do.....	2 years in 1st, 2d and 3d grades.	do.....	do.....	Examination in the following subjects: Psychology, history of education, plant study, primary methods, music, physical training, drawing, school law, school management. In addition applicant must present a theme on a subject assigned by the State board, and must be the holder of a second-grade uniform county certificate, or a certificate of higher grade.

First-grade State certificate without examination.	.....do.....	.....do.....	.....do.....	.....do.....	No experience or 2 years.	.....do.....	.....do.....	.....do.....	Issued to (a) graduates of the State university, the State teachers' college, the State college of agriculture and mechanic arts and other accredited Iowa colleges whose records include 6 semester hours in psychology and 14 in education; (b) graduates of approved colleges of other States with the same training in psychology and education who have taught successfully for two years; (c) holders of certificates of other States based upon graduation from approved colleges with psychology and education as in (a) and (b) and teaching experience as in (b). (d) Teachers of 15 years' experience and educational training satisfactory to the educational board of examiners.
Second-grade State certificate without examination.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued to (a) graduates of 2-year courses above secondary grade at the State teachers' college; (b) graduates of approved 2-year normal courses in Iowa colleges which do not have approved training schools, when they have taught successfully for 2 years subsequent to graduation; (c) graduates of normal schools of other States which meet the Iowa normal school standards who have taught successfully for 2 years; (d) holders of certificates of other States, based upon graduation from approved normal schools, who have taught successfully for 2 years.

State laws and regulations concerning teachers' certificates—Continued.
IOWA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Preliminary third-grade State certificate.	State board of examiners.	In State...	All schools....	5 years.....	May not be renewed.	No experience or 2 years.	.....	.....	Issued to (a) graduates of accredited Iowa colleges whose record does not include psychology and education as required for the first grade State certificate; (b) to graduates of approved colleges of other States without psychology and education; provided they have taught successfully for 2 years; (c) holders of State certificates of other States issued upon graduation from approved colleges, without teaching experience of psychology and education; (d) graduates of approved 2-year normal courses in Iowa colleges; (e) holders of certificates of other States issued upon graduation from approved normal schools who have had less than 2 years' teaching experience.
First-grade uniform county certificate.	.....do.....	.....do.....	.....do.....	3 years.....	Renewed for 3-year period upon pedagogical reading and professional spirit. Certificates having an average of 85 with no subject below 80 are renewed for life after 5 years' successful teaching.	36 weeks.....	State board of examiners.	State board of examiners.	Examination in the following subjects: Orthography, reading, writing, arithmetic, geography, grammar, history of the United States, didactics, elementary civics, elementary algebra, elementary economics, elementary physics, elements of vocal music, physiology and hygiene, elementary agriculture and domestic science or manual training with minimum grade and average of 75 and 85.

Second-grade uniform county certificate.	do.	do.	do.	2 years	do.	do.	do.	No experience.	do.	do.	do.	Examination in pedagogy and other subjects as for first-grade uniform county certificate except civics, economics, algebra, and physics, with minimum grade and average of 70 and 75. Twelve weeks' normal training is required before or after admission to the examination.
Third-grade uniform county certificate.	do.	do.	do.	1 year	do.	do.	do.	do.	do.	do.	do.	Same as for second-grade uniform county certificate with minimum grade and average of 60 and 65 on examination.
Special uniform county certificate: Agriculture, domestic science, manual training, drawing, kindergarten, physical education, history and political science, English, French, German, Latin, music, natural and physical sciences, mathematics, commercial subjects, stenography, penmanship.	do.	do.	do.	3 years	Subjects in which examination is taken.	do.	do.	do.	do.	do.	do.	Examination in special subject or group of subjects with per cents required for the issue of first-grade certificate.
High school normal training certificate.	State superintendent.	do.	do.	2 years	All schools	do.	do.	No experience except practice teaching.	do.	do.	do.	Applicant must have finished the prescribed 4-year course in normal training high schools.

State laws and regulations concerning teachers' certificates—(Continued.)

KANSAS.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Life diploma.....	State board of education.	In State....	All schools....	Life.....	.....	5 years, 3 of which shall be in Kansas.	.....	.....	Issued to teachers of eminent ability, who possess the qualifications for the 3-year certificate renewable for life.
State normal school life certificate.	State normal school.	.....do.....	Elementary schools and junior and high schools.	.....do.....	.....	.....	.....	.....	Issued on completion of 2-year course at State normal school in addition to 4-year high school course.
State normal life diploma.	.....do.....	.....do.....	Elementary and high schools.	.....do.....	.....	.....	.....	.....	Issued to applicants holding bachelor of science degree in education from State normal school on completion of 4-year course.
State normal school special certificate: Manual training, domestic science, agriculture, commercial branches, drawing, music, and occupational subjects.	.....do.....	.....do.....	Special subjects only.	.....do.....	.....	.....	.....	.....	Issued on completion of course prescribed by the State normal schools in the subject for which issued.
Three-year certificate renewable for life.	State board of education.	.....do.....	Elementary and high schools.	3 years.....	Renewable for life in compliance with the regulations of the State board.	2 years after 3-year certificate was issued and compliance with requirements of State board. Certificate lapses if applicant continues teaching for 3 consecutive years.	State board of education.	State board of education.	(a) Examination in branches prescribed by the State board, or (b) completion of 4-year high school course and 4-year course in normal school, college, or university accredited for the purpose by the State board.

Three-year certificate.	.....do.....	.....do.....	Renewable for 3-year periods or may be made a permanent certificate after 3 years' experience in teaching or supervising in the public schools of the State of Kansas, provided that attendance at any accredited normal school, college or university for one year during the 3-year interval may be accepted as equivalent to experience in supervising or teaching.	.....do.....	.....do.....	(a) Written examination in branches prescribed by the State board, or (b) graduation from 4-year high school and in addition completion of 2-year course in accredited normal school, college, or university.
Special certificate: Kindergarten, manual training, domestic science and art, agriculture, commercial branches, physical training, music, drawing, and such other specialized subjects as may be designated by the State board.	.....do.....	.....do.....	Renewable for 3-year periods at the discretion of the State board.			Issued on completion of 4-year high school course and 2-year course in accredited normal school, college, or university, with 28 hours' credit in special branch for which issued.

State laws and regulations concerning teachers' certificates—Continued.

KANSAS—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Three-year elementary certificate.	State board of education.	In State...	Valid in an elementary school.	3 years.....	May be renewed for 3-year periods or made a permanent certificate valid for teaching in elementary schools after 3 years successful and continuous experience in teaching or supervising, provided, that attendance at any accredited normal school, college or university for 1 year for which full credit is given may be accepted as equivalent to such experience.	None or 4 years.			(a) Issued to holders of first-grade county certificates, and certificates issued by cities of the first and second classes who have completed a 4-year course in an approved high school, and in addition a 2-year course in a normal school, college or university, accredited by the State board. (b) In lieu of course in normal school, university, or college, applicant must be a graduate of a 4-year high school course and have 4 years' successful experience.
State normal school 3-year certificate.	State normal school.	....do.	Elementary schools.	.....do.	Not renewable				Issued on completion of standard 4-year high school course approved by the State normal school and completion of freshman course of the State normal school.

	County examining board of which superintendent is chairman.	County. Indorsed in other counties on appli- cation.	do.	do.	Renewable on attendance at teachers' institute or 6 weeks at an approved professional school and such other re- quirements as the coun- ty superin- tendent may prescribe.	do.	do.	do.	do.	County exam- ining board.
First-grade county certificate.	County exam- ining board of which county su- perintendent is chairman.	County. Indorsed in other counties on appli- cation.	do.	do.	2 years.	do.	do.	do.	do.	County exam- ining board.
Normal training teachers' certi- ficate.	State board of education.	State.	do.	do.	2 years.	do.	do.	7 months.	do.	County exam- ining board.
Second-grade county certi- ficate.	County exam- ining board.	County. May be indorsed in other counties.	do.	do.	Not renewable	do.	do.	do.	do.	County exam- ining board.
Third-grade county certificate.	do.	County.	do.	do.	1 year.	do.	do.	do.	do.	do.

State laws and regulations concerning teachers' certificates—Continued.

KANSAS—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
State normal school 1-year certificate.	State normal school.	State.....	Elementary Schools.	3 years.....	Not renewable				Issued on completion of secondary course adopted by the State normal school.
Temporary certificate.	State board of education.	do.....	In such schools and departments as are specified on the certificate.	do.....	do.....				Issued in emergency only under regulations of the State board. Not more than one shall be issued to any one person.

NOTE.—The county superintendent may issue temporary certificates to persons under 17 years of age, who have not failed in the preceding examination, good until the next regular examination.
No teacher shall teach in any high school who does not hold a State certificate as a high school teacher, granted by the State board of education or State normal schools.

KENTUCKY.

State teacher's diploma.	State board of examiners.	In State...	Any school....	Life.....	2 years.....	State board of examiners.	State board of examiners.	Examination at the capitol on spelling, reading, writing, arithmetic, grammar, civil government, United States and Kentucky history, theory and practice of teaching, science and art of teaching, psychology, English literature, algebra, hygiene, geometry, physics, elementary Latin. Applicant must attain an average of 90 per cent, with no branch below 70, and be at least 24 years of age.
Life certificate.....	State board of education.	do.....	do.....	do.....	20 years.....			Holder of certificate of the first class; issued at the discretion of the State board.
State certificate.....	State board of examiners.	do.....	do.....	8 years.....	2 years.....	do.....	do.....	Recommendation of the county board and written examination in subjects embraced in common-school course of study, and English literature, elementary algebra, higher arithmetic, and sci-

Normal certificates: (1) Elementary certificate.	Board of trustees of State university.	.....do.....	Elementary schools.	1 year.....	Not stated.....	the county in which applicant teaches.	None.....	None.....	once and art of teaching. Applicant must be at least 21 years of age. In some cases the county superintendent may give these examinations.
	.....do.....	.....do.....	Intermediate schools.	2 years.....	.....do.....	.....do.....	.....do.....	.....do.....	Applicant must have completed 1 year's work in normal department of the State university or State normal schools. Application approved by State superintendent.
	.....do.....	.....do.....	All schools.....	5 years.....	Extended for life after 3 years' experience.	Renewable if holder has taught 4 consecutive years under first-class certificate.	.....do.....	.....do.....	Applicant must have completed at least 2 years' work in one of the above institutions. State superintendent must approve. (a) Applicant must have completed at least 3 years' work in one of above institutions. Approval of State superintendent. (b) Graduation from department of education from University of Kentucky.
County certificate of the first grade.	County superintendent of schools.	In county. May be validated in other counties in emergency for 1 year.	.....do.....	4 years.....	.....do.....	.....do.....	State board of examiners.	State board of examiners.	Applicant must attain average of 80 per cent, with no branch below 60, in examination on all subjects in the common-school curriculum, and the science and art of teaching.
County certificate of the second grade.	.....do.....	In county.....	In schools of districts with fewer than 75 pupils.	2 years.....	.....do.....	.....do.....	.....do.....	.....do.....	Applicant must pass examination as for first-grade certificate, with average of 75 per cent and no branch below 60. Applicant must be at least 18 years of age.
High school certificate.	(a) State board of examiners. (b) State board of education.	In State.....	High schools.....	At the discretion of State board.	State superintendent may validate same during term of years not stated.	.....do.....	.....do.....	.....do.....	(a) Examination as rules and regulations of the State board prescribe. (b) Graduation from higher institution of learning approved by the State board.

NOTE.—Private institutions "net conducted for private gain" may issue normal certificates on same basis as State university or normal schools, provided applicant has completed at least equivalent of 10 years' work in public schools.

State laws and regulations concerning teachers' certificates—Continued.

LOUISIANA.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Special high-school certificate.	State examining committee.	In State...	All high schools.	5 years.....	.....	.....	State examining committee.	State examining committee.	Examinations in the special subjects for which certificate is requested, with an average of at least 80 per cent. Additional examinations in English grammar and composition, penmanship, spelling, theory and practice of teaching. Must have a general average of 80 per cent, with no branch below 40.
First-grade certificate.	.....do.....	.....do.....	Elementary schools.	.....do.....	Renewable for 5 years. ¹	.....	.....do.....	.....do.....	(a) Applicant must pass examinations with general average of 80 per cent; no branch below 40 in the following subjects: Plane geometry, higher algebra, higher arithmetic, English grammar, English composition, history of the United States and the Constitution of Louisiana, physical geography, physiology and hygiene, spelling, penmanship, theory and art of teaching. (b) Graduation from normal schools with courses of two years above a 4-year high-school course. (c) Graduation from college with course of 4 years above high school.
Second-grade certificate.	.....do.....	.....do.....	.....do.....	3 years.....	No renewal ².....	.....	.....do.....	.....do.....	Applicant must pass examination with a general average of 80 per cent and no branch below 40 in the following subjects: Elementary algebra, arithmetic, English grammar and composition, history of the United States, geography, physiology and

hygiene, spelling, penmanship, theory and art of teaching.
Examination same as for second-grade subjects, except in algebra. General average 75 per cent, minimum 40.

Third-grade certificate.

1. Renewable on recommendation of parish superintendent. After 1921, 3 credits required for attendance at institute or normal summer school in addition to recommendations.
2. Second and third grade certificates may be extended for a year through application of summer school credits.

NOTE.—Applicants receive 5 points credit to general average earned in examination for 6 weeks' course at summer normal school; 6 points for 8 weeks, 7 points for 9 weeks.

MAINE.

[State laws and regulations concerning teachers' certificates, Dec. 1, 1920.]

Elementary certificate, permanent.	State superintendent.	State.....	In grades for which issued.	Life.....	.....	5 years.....	State superintendent.	State superintendent.	Issued to holders of elementary probationary certificates or those who meet equivalent requirements and in addition to the necessary experience pursue some professional study during the life of the temporary certificate.
do.....	do.....	do.....	do.....	do.....	do.....	do.....	do.....	do.....	Issued to holders of elementary probationary certificates or those having equivalent qualifications.
Permanent professional certificate, elementary.	do.....	do.....	do.....	do.....	do.....	do.....	do.....	do.....	Issued to holders of probationary secondary certificates who have gained the required experience and have pursued professional study during the life of the temporary certificate.
Permanent secondary certificate.	do.....	do.....	do.....	do.....	do.....	do.....	do.....	do.....	Issued to holders of a probationary professional secondary certificate or others meeting the same requirements who have the required experience.
Professional elementary certificate, permanent.	do.....	do.....	do.....	do.....	do.....	do.....	do.....	do.....	(a) Issued to any person who has satisfactorily completed a course in a Maine State normal school or in a teacher-training school which offers not less than 2 years of work subsequent to a standard secondary school course.
Professional elementary certificate, probationary.	do.....	do.....	do.....	2 years.....	Renewable for 5 years on successful experience.	do.....	do.....	do.....	

State laws and regulations concerning teachers' certificates—Continued.

MAINE—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Professional elementary certificate, probationary.	.....	.....	.....	.....	.....	.....	.....	.....	(b) Issued to holders of elementary certificates who qualify by written examination in the following subjects: History of education, psychology, school management, methods as applied to elementary school branches, school law of Maine. Graduation from any Maine college or other college of equal standing if applicant has completed a course in pedagogy approved by the State superintendent of schools before or after graduation or passes a satisfactory examination in the following subjects: History of education, school management, psychology, methods, school law of Maine. Issued to persons who have satisfactorily completed an approved course in subject for which certificate is desired. ¹
Professional secondary certificate, probationary.	State superintendent.	State.....	In grades for which issued.	Life.....	Renewable for 5 years on successful experience.	.....	.....	.....
Special certificates: Kindergarten, music, drawing, manual training, household arts, commercial branches, agriculture.	do.....	do.....	Special subject for which issued.	do.....	do.....	.....	.....	.....
Probationary secondary certificate.	do.....	do.....	In grades for which issued.	For 2, 3, or 5 years as indicated by experience of candidate.	.....	.....	.....	.....	(a) Completion of a 4-year course in a Maine college or other institution of equal standing, or (b) evidence of not less than 2 years of successful teaching in approved secondary schools, after the completion of not less than 2

years in college or normal school; or (c) presentation of a valid State certificate from another State if minimum requirements for a Maine secondary certificate have been met; or (d) satisfactory written examination in any 5 of the following groups: English, mathematics, science, modern languages, ancient languages, civics, history.²

Applicant must be at least 17 years of age and have finished a standard secondary school course or its equivalent. In addition, he must (1) furnish evidence of successful teaching experience of not less than 2 years, or (2) have completed satisfactorily a normal or training school course subsequent to a standard secondary school course, or (3) hold a certificate issued in another State covering the requirements of the Maine elementary certificate, or (4) pass a satisfactory examination in the following subjects: Reading, orthography, penmanship, English grammar, composition, arithmetic, geography, United States history, civil government, physiology, nature study, Maine school law. Issued on examination by local superintendent. Applicant must meet same prerequisite as for elementary probationary certificate.

Elementary certificate, probationary.	.....do.....	.....do.....	.....do.....	Period specified.	Renewable after successful experience.	None or 2 years.	State superintendent.	State superintendent.
Temporary permit.	Local superintendent.	Local only.	Elementary...	1 year.....	Nonrenewable.	.....	Local superintendent.	Local superintendent.

¹ "Approved" course must be satisfactory to the State superintendent of public instruction.

² The completion of 2 years of college or normal school is prerequisite for obtaining any certificate of secondary grade.

State laws and regulations concerning teachers' certificates—Continued

MARYLAND.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Certificate in administration and supervision.	State superintendent of schools.	In State...	All schools.	3 years.	Renewable on evidence of successful performance and professional spirit.	2 years.			Graduation from a standard college or university or the equivalent in scholastic preparation, and 1 year of graduate work in education in a standard institution.
Certificate in elementary school supervision.	do.	do.	Elementary schools.	do.	do.	4 years' teaching experience in elementary schools.			(a) Graduation from 2-year course in a standard normal school after a 4-year high school education, or the equivalent in scholastic preparation, and 2 years' additional work at a standard college or university. Of the latter one-half of the time is to be given to academic branches, and one-half to elementary methods and supervision or the equivalent of such training; or (b) graduation from a 4-year college or university, course to include at least 1 year in education, including elementary methods.
Certificate in supervision of special subjects: Physical training, music, fine arts, domestic art and science, manual training, agriculture.	do.	do.	Special subjects only.	do.	do.	4 years' teaching experience, 2 of which shall be in the special subjects.			Completion of 1-year high school course or its equivalent, and in addition graduation from 4-year college course. The latter must be divided evenly between general subjects and special subjects for which certificate is issued, with at least 300 hours in theory of education and the art of teaching and supervising.

High school principal's certificate.	.....do.....	.....do.....	.....do.....	2 years' teaching experience.	.....do.....	Graduation from a standard college or its equivalent, and 1 year of graduate work, one-third of which is given to advanced study relating to high school branches and two-thirds to education, including administration and supervision.
High school teacher's certificate.	.....do.....	.....do.....	.....do.....	None.	.....do.....	Graduation from a standard college or university or equivalent preparation, course to include at least two high school branches, continuously pursued throughout 2 years, and at least 200 recitation hours in education, including secondary education and practice teaching.
High school teacher's certificate in special branches.	.....do.....	.....do.....	.....do.....	Special subjects.	.....do.....	(a) Granted for music, manual or industrial training, domestic science and art, commercial branches, agriculture, on completion of 4 years' high school or equivalent preparation, and at least 2 additional years of college grade, one-third of which is devoted to general academic subjects, and two-thirds to the special subjects for which the certificate is issued, including a minimum of 200 recitation hours in education. (b) After September, 1919, this certificate may be granted on examination showing preparation and training equivalent to the above.
Elementary school principal's certificate.	.....do.....	.....do.....	.....do.....	Elementary schools.	3 years in elementary schools	(a) Graduation from 4-year high school and in addition from 2-year normal school or equivalent preparation, with not less than one full half-year's work at college or university including supervision and administrative work in education. (b) Examination showing preparation equivalent to above.
					State board of education.	State board of education.

State laws and regulations concerning teachers' certificates—Continued.

MARYLAND—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Elementary school teacher's certificate of the first grade.	State superintendent of schools.	In State	Elementary schools.	3 years	Renewable on evidence of successful teaching and professional spirit.	None.	State board of education.	State board of education.	Graduation from 4-year high school or its equivalent, and from 2-year normal school or its equivalent, or issued on examination to persons showing equivalent preparation and training.
Elementary school teacher's certificate of the second grade.	do.	do.	do.	2 years.	Renewable for 2 years on evidence of successful teaching and at least 6 weeks' additional academic and professional preparation. Renewable for a period of 3 years on evidence of successful teaching and 6 weeks of professional preparation at a standard institution and thereafter indefinitely on same conditions.		do.	do.	Graduation from 4-year high school or equivalent preparation, and examination in reading, spelling, penmanship, arithmetic, geography, oral and written English, history of the United States and Maryland, community civics, hygiene and sanitation, music, drawing, hand work, theory and practice of teaching, and agriculture. Applicant must also have completed 6 weeks' preparation in a standard institution, and be 13 years of age or over. Certificate is issued once only to any person by examination.

Elementary school teachers' certificate of the third grade.	.....do.....	.....do.....	.....do.....	.....do.....	Issued to persons who have less than the 4-year high school course on successful examination in reading, spelling, penmanship, arithmetic, oral and written English, geography, history of the United States and Maryland, community civics, hygiene and sanitation, theory and practice of teaching, and agriculture.
Provisional certificate.	.....do.....	.....do.....	.....do.....	.....do.....	Issued in case of emergency only. No provisional certificates can be issued if there are available applicants with third-grade certificates, no third-grade certificates can be recognized if it is possible to employ teachers with second-grade certificates and no second-grade certificates recognized when it is possible to employ teachers with first-grade certificates.

State laws and regulations concerning teachers' certificates—Continued.

MASSACHUSETTS.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Permanent life certificate.	State board of education.	In State...	State-aided high schools.	For life.	.....	2 years in Massachusetts.	.....	.....	Applicant must hold preliminary certificate. Must have two continuous years of successful teaching in secondary schools in Massachusetts, and submit a thesis satisfactory to the board on some phase of secondary education.
Superintendent's permanent life certificate.	do.	do.	To supervise schools in union.	do.	.....	3 continuous years subsequent to securing preliminary certificate.	.....	.....	Applicant must hold superintendent's preliminary certificate, granted by the State board; must have completed the equivalent of a semester's course in educational theory, in college, university or normal school; and must present a thesis on some topic satisfactory to the State board of education concerning school supervision, school organization or administration.
Superintendent's preliminary certificate.	do.	do.	As superintendent of schools in the union.	3 years.	.....	(a) 2 years' teaching. (b) 3 years' supervision.	State board of education.	State board of education.	(a) Applicant must have completed a college or normal course or its equivalent, and must pass examination in school law of Massachusetts, school organization, administration and supervision; aims courses and methods in elementary schools, with special reference to rural schools; aims, courses and methods in high schools; history of education and educational sociology; or (b) applicant must have a normal diploma or B. A. degree, or equivalent education, and must have completed course in approved college or university, equivalent to at least 9-year-hours,

work including school administration and supervision and educational theory and practice. Candidate must also submit thesis on some subject or phase of the work of superintendent of schools.

I. (a) Applicant must possess A. B. degree from a college maintaining standards at least equal to those of colleges in Massachusetts empowered to grant such a degree; and preparation in at least two subjects of not less than 3-year-hours of work each and in at least two additional subjects of 1½-year-hours each.

(b) (1) At least 3-year-hours of work in two of the following subjects: Principles of education, history of education, educational psychology, school administration, problems of secondary education, with instruction in methods of teaching particular subjects, school hygiene, practice teaching under supervision; or (2) diploma from an approved normal school; or (3) 2 years' teaching experience, aggregating at least 70 weeks, in secondary schools, the quality of such teaching to be established to the satisfaction of the board; or (4) 39 hours in a professional subject in the summer school of an approved college, university, or other institution offering equivalent courses.

II. Three years' successful experience as a teacher in a secondary school prior to July 1, 1912, and presentation by examination or otherwise of evidence satisfactory to the board of education of fitness to teach in a high school.

Renewable at the discretion of the State board.

2 years.....

State-aided high schools.....

do.....

do.....

Preliminary certificate.

State laws and regulations concerning teachers' certificates—Continued.
MASSACHUSETTS—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Special certificate in any of the following: Agriculture, commercial subjects, drawing, manual arts, household arts, music, physical training.	State board of education.	In State...	State-aided high schools.	2 years.....	Renewable at the discretion of the State board.	.....	.....	.....	Applicant's qualifications to teach one or more of the following subjects must be satisfactory to the board of education: Agriculture, commercial subjects, drawing, household arts, manual arts, music, and physical training. Graduates of the 3-year course in household arts at the Framingham State Normal School are granted special certificates in general science, biology, and chemistry in addition to household arts, upon recommendation of the principal of that normal school.
Local certificates.	Local school committee.	In the district which is issued.	In schools or subjects for which issued.	At the discretion of the local committee.	At the discretion of the local committee.	.....	Local school committee.	Local school committee.	(a) At the discretion of the local committee. "The school committee shall ascertain by personal examination the applicant's capacity for teaching, and for the government of schools."

MICHIGAN.

Name of certificate.	Issued by—	State.....	All schools....	Life.....	2 years.....	State board of education.	State board of education.	Applicant must pass satisfactory examination in the following: Orthography, reading, penmanship, arithmetic, algebra, geometry, grammar, geography, United States history, general history, civil government, theory and art of teaching, physics, physiology and hygiene, botany, rhetoric, general literature, and any 3 of the following: Latin, French, geology, zoology, chemistry.
Life certificate upon examination.	State superintendent.	State.....	All schools....	Life.....	2 years.....	State board of education.	State board of education.	Applicant must pass satisfactory examination in the following: Orthography, reading, penmanship, arithmetic, algebra, geometry, grammar, geography, United States history, general history, civil government, theory and art of teaching, physics, physiology and hygiene, botany, rhetoric, general literature, and any 3 of the following: Latin, French, geology, zoology, chemistry.

State laws and regulations concerning teachers' certificates—Continued.

MICHIGAN—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Kindergarten and primary certificate.	State superintendent.	State	Kindergarten and primary grades.	Life					Applicant must be a graduate of a kindergarten training school whose course covers at least 2 years' work and is approved by the State superintendent of public instruction and must have at least one of the following qualifications: (1) A teacher's certificate in force; (2) a diploma from a reputable college; (3) a diploma from a high school having 4-year course.
University of Michigan certificate.	Regents of University of Michigan.	do	All schools.	do					Applicant must have a bachelor's, master's, or doctor's degree from the University of Michigan and teachers' diploma for work done in the science and art of teaching in the university.
College limited certificate.	State board of education.	do	do	4 years	Not renewable.				Applicant must hold a bachelor's, master's, or doctor's degree from a standard college or university and must have completed a course in science and art of teaching of at least 1 college year of 5½ hours per week, including observation and practice work.
First-grade county certificate. ¹	County board of examiners.	County 1.	do	do	Renewable indefinitely if holder has average standing of 85 per cent in two previous examinations and continues teaching.	1 year	State superintendent of public instruction.	State superintendent or county board of examiners.	Applicant must pass satisfactory examination in orthography, arithmetic, theory and art, geography, civil government, United States history, grammar, physiology, reading, penmanship, agriculture, school law, State course of study, geometry, algebra, botany, general history, and physics.

Graded certificate.	State board of education.	do.	do.	3 years.	do.	Not renewable.	do.	do.	do.	do.	do.	do.
Rural school certificate.	do.	State.	First 9 grades.	do.	Renewable for a period of 3 years.	do.	do.	do.	do.	do.	do.	Applicant must have completed a course of study requiring 42 weeks of work in a Michigan State normal school, all of which is in advance of the high school.
County normal certificate.	County normal board.	In county in which issued.	All schools which do not employ more than 2 teachers.	do.	Renewable for successful teaching and professional interest.	do.	do.	do.	do.	do.	do.	Applicant must have completed 1 year of work in a county normal training class of the State.
Second-grade certificate.	County board of examiners.	do.	All schools.	do.	Renewable same as county first grade.	7 months.	do.	do.	do.	do.	do.	Applicant must pass a satisfactory examination in orthography, arithmetic, theory and art of teaching, geography, government, United States history, grammar, physiology, reading, penmanship, agriculture, State law, State course of study, and any 2 of the following: Algebra, botany, general history, physics.
Third-grade certificate, Class A.	do.	do.	First 4 grades.	1 year.	do.	3 months in primary departments.	do.	do.	do.	do.	do.	Applicant must pass satisfactory examination in orthography, arithmetic, theory and art, geography and government, United States history, grammar, physiology, reading, penmanship, agriculture, school law and State course of study.
Third-grade certificate, Class B.	do.	do.	do.	do.	May be renewed once under above conditions. Not more than 3 certificates of this grade can be granted to the same person.	do.	do.	do.	do.	do.	do.	Same as above.

¹All county first-grade examination papers favorably passed upon by the county board of examiners, together with the certificates, shall be forwarded to the superintendent of public instruction within 10 days for his inspection and indorsement. The indorsed first-grade certificate is valid in all schools in any county of the State, provided a copy of same is recorded in the office of the county commissioner of the county.

State laws and regulations concerning teachers' certificates—Continued.

MICHIGAN—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Special certificate.	County commissioner of schools.	Specified district of the county in which issued.	.....	Good until next examination.	.....	.....	County commissioner of schools.	County commissioner of schools.	Applicant must pass satisfactory examination in some subjects required for a third-grade certificate, Class B 3.

NOTE.—Applicant for certificate must be a citizen of the United States or have declared his intention to become such. All certificates require that applicant must be 18 years of age or over. No certificate can be granted by the county board of school examiners to any person who has not had at least 6 weeks of professional training in a State normal school, county normal training class or other normal training school approved by the State superintendent of public instruction.

MINNESOTA.

Life certificate for normal school graduates.	Normal school board.	In State.....	Elementary...	Life.....	.....	2 years teaching on normal school diploma in State. 3 months.....	.....	.....	Graduation from advanced course of a State normal school and successful experience.
First-grade certificate.	State superintendent.	.....do.....	Rural elementary.	5 years.....	Renewable by State superintendent on completion of prescribed amount of professional work.	.....	State superintendent.	State superintendent.	(a) Examination with minimum grade of 75 per cent in same subjects as for second-grade certificate and additional examination in algebra, geometry, physical geography, and physics, and at least one year of professional training in approved institution. (b) Graduation from high school training department accepted in lieu of above examination.
Professional certificate of first-grade on examination.	.....do.....	.....do.....	Any.....	Valid for limited periods 2 or 5 years.	Renewable on evidence of successful teaching. Matures into a life certificate.	One year's teaching experience in State.	.....do.....	.....do.....	Applicant must hold a first-grade certificate, and in addition pass examination in selected branches from each group of the following: (1) Education science, including

(a) theory of education, (b) psychology, (c) general pedagogy, (d) school organization and law; (2) mathematics, including (a) higher algebra, (b) solid geometry, (c) plane and spherical trigonometry; (3) English, including (a) English, (b) American literature and rhetoric; (4) history, including (a) ancient, (b) medieval, (c) English, (d) American; (5) science, including (a) botany, (b) chemistry, (c) physics, (d) geology, (e) physiology, (f) astronomy, (g) zoology, (h) political science.					(a) None. (b) One year's experience in State.	State superintendent.	State superintendent.
(a) Graduation from college of education of University of Minnesota or college of liberal arts, science or agriculture, with special courses in education.					One year's teaching experience in State.	State superintendent.	State superintendent.
(b) Graduation from colleges giving work equivalent to that of the University of Minnesota with at least 15 hours in education, including observation and practice teaching.					6 months.	do.	do.
Applicant must be a successful teacher, and pass examination on the branches included under subdivision 1 of the subjects enumerated under professional certificate, and in 6 branches selected by him included in the other subdivisions.					Renewable for 2 years upon completion of prescribed professional work and 8 months' experience. ¹	Valid for limited periods.	do.
Examination in reading, spelling, writing, arithmetic, English grammar, United States history, composition, geography, physiology, hygiene, civics and practical hygiene. Minimum grade of 65 per cent.					do.	do.	do.
do.	do.	do.	do.	do.	do.	do.	do.
do.	do.	do.	do.	do.	do.	do.	do.
do.	do.	do.	do.	do.	do.	do.	do.
do.	do.	do.	do.	do.	do.	do.	do.
do.	do.	do.	do.	do.	do.	do.	do.

¹ May be exchanged for first-class certificate on completion of prescribed professional courses and reading circle credits.

State laws and regulations concerning teachers' certificates—Continued.

MINNESOTA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
High-school training department certificate, First class.	State superintendent.	In State.	Rural.	2 years.	Renewable on recommendation of county superintendent, after 12 months' experience and completion of required professional work.				Completion of 4 years' high school work (16 credits), and in addition standing of 75 or above in all the subjects of the training departments of high school. Applicant must be 18 years of age.
Professional permits.	do.	do.	Any.	1 year.	Not renewable		State superintendent.	State superintendent.	Granted to applicants who lack not more than three of the branches required for a professional certificate. Holder of diploma from accredited school preparing teacher for special subjects.
Special certificate: Music, drawing, manual arts, home economics, agriculture, kindergarten.	do.	do.	Any, unless restricted to designated place.	do.	Same as for professional certificate.				
Limited certificate.	do.	do.	Rural, elementary.	do.	May be exchanged for 2d class after 6 months' experience and compliance with State superintendent's regulations.				Applicant must be 17 years of age and pass examination as for second-class certificate.

NOTE.—Credits earned in normal and other approved schools may be substituted for examination under certain conditions. Thirty-six weeks' professional training equivalent to that given in State institutions of Minnesota required for all candidates for teachers' certificates except limited and second-grade certificates.

MISSISSIPPI.

Teacher's professional license.	State board of examiners.	In State.	All schools.	For life.		(a) Issued to graduates of the University of Mississippi, the agricultural and mechanical

college, the industrial institute and college, and other institutions maintaining an approved standard 4-year college course, who have had 9 hours of college work in education. (b) Issued to graduates of the Mississippi State Normal College. (c) Issued to teachers of recognized ability who pass examination in algebra, geometry, physics, rhetoric, English literature, the elements of botany and chemistry, the government of teaching, civil government, and Latin through Caesar and Virgil.

(c) Issued to persons holding certificates, licenses, or diplomas from any State which requires qualifications equivalent to those required in Mississippi. (b) Examination in spelling, reading, practical and mental arithmetic, geography, English grammar and composition, United States and Mississippi history, agriculture, civil government, physiology and hygiene, theory and practice of teaching, elementary algebra, advanced English, general science, and modern history. (c) Issued for 3 years to graduates of approved colleges who have had 9 hours in education. Issued for 2 years to those who have completed 2 years in approved college and who have had 6 hours in education. Issued for 1 year to graduates of agricultural high schools who have had 2 hours in education and who attend summer school for 6 weeks immediately following graduation. (d) Completion of certificate course in State normal school (2 years above common-school course)

First-grade license.....do.....do.....do.....	Renewable on attendance at approved school. May be made permanent after 5 years' continuous experience.	State board of examiners.	State board of examiners.
	1 year..... 2 years. 3 years. 5 years.		

MISSISSIPPI—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
State license of the second grade.	State board of examiners.	In State.	All schools.	1 year. 2 years. 3 years.	Renewable 1 year at a time for not more than 4 con- secutive years, on at- tendance at approved 6 weeks' sum- mer school. Not renewable.	.....	State board of examiners.	State board of examiners.	(a) Examination as for first-grade license. Duration dependent on grades.
State license of the third grade.	.....do.....	.....do.....	.....do.....	1 year.....	.....do.....	.....	.....do.....	.....do.....	Examination in same subjects as for first and second grade license.
Second-grade county certificate.	County board of examiners.	In county.	.....do.....	.....do.....	.....do.....	.....	.....do.....	County board of examiners.	Examination same as for first-grade certificate, omitting modern history, advanced English, elementary algebra, theory and practice of teaching. Applicant must have average of 75 per cent with no branch below 50.
Third-grade county certificate.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....	.....do.....	.....do.....	Examination in subjects as for second-grade certificates, with an average of 60 per cent and no branch below 40.
First-grade county certificate.	.....do.....	.....do.....	.....do.....	(a) 1 year. (b) 2 years. (c) 3 years.	Renewable on attendance at approved summer school.	.....	.....do.....	.....do.....	Examination in spelling, reading, practical and mental arithmetic, composition, United States history, history of Mississippi, agriculture, civil government, physiology and hygiene, theory and practice of teaching elementary algebra, advanced English, modern history. Applicant must receive (a) average of 75, (b) average of 85, (c) average of 90.

Agricultural high-school certificate.	.....do.....	.....do.....	All schools for teaching agriculture.	.....do.....	Renewable on compliance with regulations of State board of examiners.	.....do.....	.....do.....	.....do.....	Applicant must pass examination in spelling, reading, arithmetic, geography, English grammar, composition, United States history, literature, history of Mississippi, elements of agriculture, civil government, physiology and hygiene, theory and practice of teaching, elementary algebra, advanced English, general science, modern history, and examination in subjects he is to teach. Applicant must receive (a) average of 75, (b) average of 85, (c) average of 90.
Special subjects certificate: Nursing, manual training, domestic science, and other special subjects.	.....do.....	.....do.....	Special subjects only.	Discretion of board.					Applicant must comply with regulations prescribed by State board of examiners.

State laws and regulations concerning teachers' certificates—Continued.

MISSOURI.

Name of certificate.	Issued by—	Valid in—		Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.			Prepared by—	Examined by—	
Lifecertificate.....	State superintendent.	State.....	All schools.....	Life.....	(a) 40 months as teacher or superintendent. (b) 16 months' teaching.	State superintendent.	State superintendent.	(a) Same as requirements for 5-year State certificate plus examination in educational psychology and history of education and one of the following requirements: (1) Special in history. All of Group I, history of English language and history of English and American literature. (2) Special in language: English history, rhetoric, history of English language, history of English and American literature, and either 4 years of Latin or 4 years of German. (3) Special in science. All of Group III, advanced physics, chemistry, advanced biology. (4) Special in mathematics: Physics, college algebra, plane geometry, trigonometry, solid geometry, analytical geometry, and calculus. (5) Special professional: Six of the following not taken for 5-year certificates: Primary teaching and kindergarten, elementary course of study (including organization of subject matter and methods of teaching), Missouri school system and laws (including the history of education in Missouri), school supervision and administration, the current reading circle books, elementary psychology, high-school teaching (including course of study, methods and prob-

lems), theory and methods of teaching, manual training, music, drawing, domestic economy, physical culture, and expression.

(b) Graduation from standard colleges of the State with 18 hours work in education.

(a) The applicant must hold a first-grade county certificate, and furnish evidence of having completed 4 years of high school work or the equivalent. The additional requirements are six subjects, to be selected by the applicant from the following groups of subjects, one from each of the first four and two from Group V:

Group I. Ancient history, medieval and modern history, English history and government, American history and government, economics, sociology, Missouri history and government.

Group II. Rhetoric, history of English and American literature, history of English language, Latin (Caesar and Cicero), German (2 years).

Group III. Botany, zoology, physical geography, advanced agriculture.

Group IV. Physics, chemistry, college algebra, plane geometry, solid geometry, and trigonometry.

Group V. Primary teaching and kindergarten, elementary course of study (including organization of subject matter and methods of teaching), Missouri school system and laws (including the history of education in Missouri), supervision and administration, the current reading circle books, elementary psychology, theory and methods of teaching.

(a) 12 months.
(d) 9 months.

Reissued on attendance at summer schools and recommendation from local superintendent or examination in one additional group subject selected by applicant and recommendation as above.
Exchanged for life certificate after experience of 40 months, 9 months of which is in Missouri, if holder has secured additional training prescribed by board.

5 years.

(b) Elementary schools.
(c) Elementary and high schools.
(d) Elementary and high schools.

Five-year State certificate.

State laws and regulations concerning teachers' certificates—Continued.

MISSOURI—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Five-year State certificate.									(b) Graduation from State normal schools whose course is 2 years above high-school graduation. (c) Normal-school graduates who have completed 4 years of college work. (d) Graduation from standard college. (a) Graduation from colleges with training in special subjects. (b) Graduation from schools of high rank which prepare special teachers, provided course includes 12 hours in education. (Applicants for 4-year certificate must have minimum of 1 year of college work. Applicants for life certificates must have minimum of 2 years of college work.)
Five-year State special certificate: music, household arts, book-keeping and commercial branches, drawing, manual training, special primary, agriculture.	State superintendent.	State.....	Special subjects for which issued.	5 years.....	Reissued on attendance at summer schools and recommendation from local superintendent or examination in one additional group subject selected by applicant and recommendation as above.				
Junior college certificate.	do.....	do.....	All schools.....	3 years.....	Not renewable.				Graduation from junior college with 12 hours in education. Applicant must have completed 4 years of high-school training; must pass an examination in subjects required for second-grade certificate, and in addition, in ancient history, medieval or modern or English history, physical geography, physics, or biology. If applicant has had 4 months' experience ad-
First-grade county certificate.	County superintendent.	Any county in State.	do.....	do.....	Renewable indefinitely for compliance with prescribed conditions.	8 months.....	State superintendent.	State superintendent.	

¹ Exchanged for life certificate after total experience of 40 months, 9 months of which is in Missouri, if holder has secured additional training prescribed by board.

Second-grade county certificate.	do.....	In county in which issued.	do.....	2 years.....	May be renewed once.	do.....	do.....	Additional examination on teaching ability and management. Applicant must have completed a 4-year high-school course and must pass examination on all subjects required for third-grade certificate, and in addition, examination in algebra and literature, with average of 85 per cent.
Third-grade county certificate.	do.....	do.....	do.....	1 year.....	Renewable once. Not more than 4 to be secured in 4 years.	do.....	do.....	Applicant must pass satisfactory examination in spelling, reading, penmanship, language lessons, geography, arithmetic, English grammar, United States history, civil government, physiology, hygiene, agriculture, pedagogy. Applicant must have average of 80 per cent and no branch below 60 per cent.
Special certificates.	do.....	In county.	do.....	Until next examination.		County superintendent.	County superintendent.	Issued to applicants who did not take the regular examination for good and sufficient reasons.
Teacher-training school certificate.	(a) County superintendent. (b) State superintendent.	In county in which school is located.	Elementary or rural school.	2 years.....	May be converted into first-grade certificate after 32 weeks' experience and 1 term professional training in normal school or State university.			(a) Graduation from teachers' training course in high-schools provided for the purpose. (b) Graduation from rural certificate course in State normal schools.

State laws and regulations concerning teachers' certificates—Continued.

MONTANA.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Life certificate: (a) By examination.	State board of education.	State when registered by the county superintendent of schools in which applicant expects to teach.	All schools.	Life.		70 months.	State board of educational examiners.	State board of education.	Issued upon same conditions as a State certificate, except that in addition applicant must pass satisfactory examination and tests under such supervision and upon such additional subjects as prescribed by the State board of education, provided that if applicant holds an unexpired Montana State certificate obtained by examination, he shall be exempt from the examinations required for State certificate.
(b) By indorsement.	do.	do.	do.	do.		do.			Issued to holders of life certificates issued in another State if character, professional qualifications and experience are equivalent to those required for life certificates by examination in Montana.
Do.	do.	do.	do.	do.		27 months.			Issued to holders of degrees from Montana State University or Montana State College of Agriculture and Economic Arts, and to graduates of a course at the Montana State Normal College or other normal school under the control of the State board of education, which course extends 2 years beyond secondary schools.
Do.	do.	do.	do.	do.		18 months.			Issued to graduates of the Montana State Normal College or any normal school that hereafter may be established under the direction of the State board of education, with the degree of bachelor of pedagogy.

issued to graduates of any other college or normal school within or without the State in accordance with the regulations of the State board of education for graduation from said institutions are satisfactory and fully equivalent to those of the corresponding institutions of the University of Montana and provided that applicant has taught successfully at least as long after graduation as is required for the issuance of the certificate to graduates of the several institutions of the University of Montana.

issued to holders of Montana professional certificate in force if person has held same for at least 1 year and passes satisfactory examination in English literature, history of education and general history.

issued to holders of State certificates issued in other States, provided that character, professional qualifications, and experience are substantially equivalent to those prescribed for the issuance of State certificates by examination in Montana.

A diploma from the Montana Normal College is in itself a State certificate after its issuance, and a diploma from the State university or the State college of agriculture and mechanic arts, when accompanied by a university certificate of qualification to teach, also constitute a State certificate good for 6 years after date.

[illegible]

State laws and regulations concerning teachers' certificates—Continued.
MONTANA—Continued.

Name of certificate.	Issued by—	Territory.	Valid in— Schools.	Duration.	Persistence.	Experience required.	Prepared by—	Questions. Examined by—	Scholarship requirements.
State certificate— Continued. (b) Without examination.	State board of education.	State when registered by the county superintendent of schools in which applicant expects to teach.	All schools.	6 years.	Renewable for 6 years if holder has had 27 months' experience and has completed required circle work.	18 months.			Graduates of 4-year courses of standard colleges or universities who have had at least 11 semester hours of work in education and who have taught successfully 18 months, at least 9 months of which have been after graduation.
Do.	do.	do.	Elementary schools.	do.	do.				Graduates from advanced normal courses in institutions whose diplomas entitle the holders to teach without examination in all public schools of the State in which they are located who have taught successfully for 18 months, at least 9 months of which have been after graduation. No course is considered advanced, whatever its name, unless it normally requires for completion at least 2 years beyond a fully accredited 4-year high-school course.
Professional certificate.	State board of educational examiners.	Any county superintendent.	All schools.	4 years.	May be renewed if applicant has taught successfully at least 12 months and completed the requisite amount of reading circle work.	do.	State board of educational examiners.	State board of educational examiners.	Applicant must present evidence of physical health and pass examination in all branches required for a first-grade certificate and in addition in Montana school law, educational psychology, principles of education. Average, 80. Minimum, 70.

State laws and regulations concerning teachers' certificates—Continued.

MONTANA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Temporary State certificate.	State superintendent.	District requesting same.	Elementary schools.	1 year.....	Not renewable	.....	.....	.....	Issued to any teacher whose experience, qualifications, and credentials entitle such teacher to State or life certificate in Montana, in the opinion of the State superintendent.
Temporary certificate.	State board of educational examiners.	State.....	do.....	Until next regular examination.	do.....	.....	State board of educational examiners.	State board of educational examiners.	Issued to applicants who have previously held valid certificates or who have had training beyond high school graduation. Such temporary certificates shall not be granted more than once to any person: <i>Provided</i> , That when prevented by illness or other valid reason from attendance at regular examination the board may, with the approval of the county superintendent, issue a second permit until the next regular examination: <i>Provided</i> , That when the teacher shows special fitness to teach and passes 70 or above in all subjects, or secures an average of 80 per cent, the board may, in its discretion, issue a permit until the next regular examination, such permit to be issued once only.

NOTE.—Holders of unexpired first or second grade certificates with satisfactory experience may have grades in all subjects above 80 per cent transferred to higher certificates. Any applicant for any grade of certificate who has completed any branch at institutions of the University of Montana may have such grade accredited without examination on any grade of certificate.

No person shall be employed as teacher in a high school or as the principal teacher of a school of more than three departments who has not professional certificate or a Montana State or life certificate, or who is not a graduate of a reputable university, college, or normal school recognized by the State board of education.

NEBRASKA.

Professional State certificate.	State superintendent.	Good in all districts organized under Articles IV and VI. ¹	All schools.....	Life.....	(a) 2 years' experience in addition to that required for first grade certificates. (b) 3 years.	State superintendent.	State superintendent.	(a) Issued to holders of first-grade county certificates who in addition attain a standing of 80 in following branches: Psychology, zoology, geology, English literature, rhetoric, general science, chemistry, trigonometry, physics, and general history. (b) Issued to graduates of standard colleges or universities in this or other States who have 3 years' experience in Nebraska, and hold first-grade county certificates. (c) Issued to holders of diplomas from State normal schools or colleges in other States, provided the institutions from which applicants graduate confer the right to teach for life in the State in which granted, and provided that such license is based on preparation and experience equivalent to those required in the State of Nebraska for issuance of professional State certificates. Issued to holders of professional high school city State certificate.
Superintendent's city State certificate.	.....do.....	.....do.....	.....do.....	3 years.....	Nonrenewable, but convertible into professional superintendent's city State certificate, valid for life. ²	1 year as principal of approved high school.	.....	.....

¹ Districts organized under Article III have a population of less than 150 pupils and 3 directors; districts organized under Article VI have a population of over 150 pupils and 6 directors.

² Convertible into a professional city State certificate valid for life on completion of 1 year of normal school or college work, plus 24 months' experience.

State laws and regulations concerning teachers' certificates—Continued.
NEBRASKA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
High school city State certificate.	State superintendent.	Good in all districts organized under Articles III and VI.	High schools.	3 years.	Convertible into professional high school city State certificate, valid for life, 24 months' experience and 1 year's professional work.	.....	State superintendent.	State superintendent.	(a) Issued to applicants who have a first-grade county certificate, and in addition pass an examination in psychology, zoology, geology, English literature, rhetoric, general science, chemistry, trigonometry, physics, and general history. A applicant must also have credit for 12 hours in education in an approved university, college, or normal school. (b) Issued to graduates of the higher course of a State normal school or other approved normal school of this or another State, or of a standard college in this or another State.
Special city State certificate.	.....do.....	.....do.....	Special subject	.....do.....	Nonrenewable, but convertible into special professional city State certificate in same manner as other city State certificates.	.....	.....	.....	Issued to any person who has completed at least 1 year of special work in an approved conservatory, training, vocational, or industrial school, organized and equipped for the training of special teachers. In lieu of said 1 year's work in schools 1 year of practical experience as competent mechanic in the craft or trade for teaching which certificate is issued may be accepted.
Elementary State certificate.	State normal universities.	Grades below high schools in districts organized under Articles III and VI.	All schools.	1-3 years.	Nonrenewable.	No experience.	.....	.....	Issued to graduates of elementary course of State normal.

Grade city State certificate.	State superintendent.	In grades 1-8, inclusive, of districts organized under Articles VI and XXII. ¹	3 years	Convertible into professional grade city State certificate, valid for life, on completion of year normal or college work and 24 months' experience.	No experience.	.....	.....	Issued to graduates of approved 4-year high schools who have earned a first-grade certificate and have 12 hours' credits from university, college, or normal school in this or another State, 4 hours of which is in professional work.
Rural elementary certificate.	State normals.	State.....	.....do.....	Rural.....	Renewable by advanced study.	No experience.	.....	Student must have completed course for rural teachers in normal schools 2 years in advance of the eighth grade and be 16 years of age before entering the course.
First-grade rural State certificate.	.....do.....	.....do.....	.....do.....	Rural villages and towns.	Merges into professional rural State certificate good for life.	.....	.....	Completion of elementary rural course in normal schools or equivalent. Teachers of experience and graduates of 4 years' high-school course may receive certificate by pursuing such work as may be prescribed.
First-grade State certificate.	University, colleges, State normals.	.....do.....	.....do.....	Rural and towns up to 1,000 population.	Merges into life.	No experience.	.....	Graduates of advanced course of training for teachers, given in institutions which issue the certificates.
First-grade county certificate.	County superintendent.	In the county where issued or any county of State when transferred by State superintendent.	.....do.....	Inclementary schools.	First renewal. A average 85, no subject below 80 and credit for 6 hours. Renewable thereafter on 12 college hours.	1 year.....	State superintendent.	Applicant must have completed 12 weeks' normal training in approved school for second-grade certificate, must pass examination in all subjects required for second-grade certificate and in addition an examination in algebra, botany, geometry, and public school music. Applicant must attain an average of 80 per cent, with no branch below 75 per cent, provided that credits from normal training high schools shall be accepted in lieu of the examination for the four subjects last named.

¹ Districts organized under Article VII have a population of less than 150 pupils and 3 directors; districts organized under Article VI have a population of over 150 pupils and 6 directors; districts organized under Article XXII have a population of over 1,000 inhabitants.

² Convertible into a professional city State certificate valid for life on completion of 1 year of normal school or college work, plus 24 month's experience.

State laws and regulations concerning teachers' certificates—Continued.

NEBRASKA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Second-grade county certificate.	County superintendent.	In the county where issued or any county of State when transferred by State superintendent.	Elementary schools.	2 years.....	Renewable once through the general average and earning credits for six hours of college work.	No experience.	State superintendent.	State superintendent.	Eight weeks of normal training in college, university, or normal school approved by the State board of education in Nebraska or in other States, or in approved high schools. In addition applicant must pass examination in orthography, mental arithmetic, United States history, reading, penmanship, geography, arithmetic, physiology and hygiene, English grammar, civics, government, drawing, theory and art of teaching, and elementary agriculture. Average must be 80 per cent, with no branch below 70 per cent.
Emergency State certificate.	.....do.....	In city for which issued.	All schools....	1 year.....	.....	.....	.....	.....	Issued in emergency only to graduates of State universities or standard colleges in the State at the joint request of the city and county superintendents and school board.
Emergency certificate.	State superintendent on recommendation of the county superintendent and the board.	Valid in district for which issued.	.....do.....	.....do.....	.....	.....	.....	.....	Issued for emergency only when there are no qualified teachers.

NEVADA.

Life diploma high school.	State board of education.	In State...	All high schools.	For life.		(a and b) 60 months, 24 of which shall be in Nevada. (c) 45 months for graduates of Universities of Nevada.			(a) Holders of Nevada State high-school certificates or equivalent certificates from other States at discretion of State board of education. (b) Graduation from standard college if applicant holds renewable Nevada high-school certificate. (c) Graduation from University of Nevada. (a) Graduation from a standard normal school or equivalent qualifications or credentials or equivalent certificate from another State at the discretion of the State board. (b) Graduation from Nevada State Normal School.
Life diploma elementary.	do.	do.	Elementary schools.	do.		(a) Same as for life diploma for high schools. (b) 45 months' life graduate of Nevada State Normal School.			Issued to graduates of the Nevada State Normal School, advanced course (4 years). Graduation from Nevada State Normal School, elementary course (2 years).
High-school certificate to graduates of State normal college.	do.	do.	In high schools.	5 years.	Renewed after 45 months' experience for life.				
First-grade elementary certificate for normal-school graduates.	do.	do.	Elementary schools.	do.	Renewable for completion of 45 months' experience.				
State high school certificate.	do.	do.	All high schools.	4 years.	Renewable at the discretion of the State board of education.			State board of education.	(a) Examination in English grammar, spelling, arithmetic, geography, English literature, general history, history of the United States, civil government, current events, algebra, plane geometry, history and methods of teaching, civics, one of the following languages: Latin, French, Spanish, German, and three of the following: Rhetoric, English history, solid geometry, physical geography, chemistry, botany, and zoology. Applicant must have an average of 90 per cent, and be at least 20 years of age.

State laws and regulations concerning teachers' certificates—Continued.

NEVADA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
State high school certificate.									(b) Applicant may be allowed credit for any subject in the above list satisfactorily completed in a standard college, or may substitute credits for the whole examination. Must have a general average of 90 per cent in the subjects taken.
Elementary certificate of the first grade.	State board of education.	In State...	Elementary schools.	3 years.....	Renewable at the discretion of the State board of education.	16 months.....			(c) Graduation from standard colleges or universities of other States at discretion of State board of education. (a) Applicant must be at least 20 years of age and pass examination with an average of 85 per cent, no branch below 65 per cent, in the following subjects: Spelling, reading, writing, English grammar, mental arithmetic, written arithmetic, physiology, hygiene, history of the United States, geography, general history, drawing, music, civics, current events, elementary bookkeeping, theory and methods of teaching.
Elementary certificate of the second grade.	.....do.....do.....	.....do.....	.....do.....	2 years.....	Not renewable.				(b) Graduation from a standard State normal school of this or other States. (a) Examination in all subjects required for first-grade elementary certificate. Average must be at least 75 per cent, with no branch below 60 per cent. (b) Completion of training course for teachers in county normal schools of Nevada (1 year in addition to 4-year high school course).

Special certificates: Music, drawing, manual training, commercial sub- jects, kindergar- ten, languages or other special subjects.	.....do.....	For subjects for which certificate is issued.	.....do.....	Not given.....	No experience.	.....	Issued at the discretion of the State board when the appli- cant is qualified to teach any of the subjects specified.
Elementary cer- tificate of the third grade.	.....do.....	In school in which ap- plicant has been en- gaged to teach.	.....do.....	Until next ex- amination.	Not renew- able.	.....	Applicant must be actively en- gaged in teaching in Nevada. Not more than one third grade elementary certificate granted to the same person.
Temporary certi- ficates.	Deputy su- perintendent of pub- lic instruc- tion.	In district for which issued only un- til next regular exami- nation.	.....do.....	Temporary.....	.....	.....	Issued only at the request of the school district employing teachers.

NEW HAMPSHIRE.

Service supervi- sory certificate.	Statecom- missioner of education.	State.....	Supervisory unions.	Life.....	At least 3 years.	.....	Service supervisory certificate may be granted to persons who, in addition to the re- quirements for the supervi- sory certificate with the ex- ception of the examination, have, prior to Sept. 1, 1919, served as superintend- ent in the public schools of New Hampshire for at least 3 years.
Secondary teach- er's certificate, Grade A, Grade B.	.....do.....	.....do.....	A. Secondary schools B. Junior high schools.	.....do.....	1 year.....	State board of education. State board of education.	(a) Candidates for grade A certificates must present evi- dence for graduation from college. (B) Candidates for grade B certificates must present evidence for gradua- tion from a college or normal school. Candidates for either certificate must present them- selves for examination in psy- chology, pedagogy, school management, school law, history of education, New Hampshire secondary pro- gram.

State laws and regulations concerning teachers' certificates—Continued.
NEW HAMPSHIRE—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Secondary service certificate.	State commissioner of education.	State.	Secondary schools.	Life.		10 years.			Three years of the candidate's experience must be in approved secondary schools of New Hampshire, and candidate must also present evidence of continued professional reading and study.
Elementary teacher's certificate.	do.	do.	Elementary schools.	do.		(a) 1 year, (b) and (d) 2 years, (c) 4 years in New Hampshire.	State board of education.	State board of education.	(a) Issued to graduates of New Hampshire normal schools with successful experience. (b) Issued to graduates of approved normal schools of other States who have successful experience and pass satisfactory examination in New Hampshire elementary program of study and New Hampshire school law. (c) Issued to graduates of high schools who have satisfactory experience for 4 years and pass examination in pedagogy, psychology, school management, New Hampshire school law. (d) Issued to graduates of approved New Hampshire training schools who have 2 years' successful teaching experience in New Hampshire and who pass examination as in (c).
Elementary service certificate.	do.	do.	do.	do.		10 years' experience, 3 of which is in New Hampshire.			Issued to persons with successful teaching experience who present evidence of continued professional reading and study.
Supervisory certificate.	do.	do.	Supervisory unions.	3 years.	May be renewed or made permanent.	5 years.	State board of education.	State board of education.	Candidates must be graduates of a registered college granting bachelor's degree and pass satisfactory examination in the following: History of education, school organization and management, school

law of New Hampshire, psychology, pedagogy, elements of general sociology, New Hampshire programs of study.

- (a) Bachelor's degree from an approved college.
 (b) Qualifications considered individually. Credit for specialized work, as European study, for example, in case applicant teaches languages. Similar considerations for other special subjects given by the board.
 (c) Teacher with credit for past secondary study 1 to 3 years.
 (d) Other individual cases approved by State board.
 Note: The above qualifications are for 1919-20 only and subject to change annually at discretion of the board.
 (a) To teachers employed in September, 1919, with a year's contract.
 (b) To teachers employed in September, 1919, with a year's contract.
 (c) To teachers employed in September, 1919, with a year's contract, and graduation from approved training school of high-school training class.
 (d) Same as above except graduation from nonapproved normal school instead of training class.
 (e) Graduation from New Hampshire high school and credit for 1 summer's work in New Hampshire normal school contract as above.
 Each case considered individually and rules change from year to year. In 1919 granted to high-school graduates until January on condition that they comply with certain conditions and prescribed professional work.

Secondary license.	do.	do.	High schools.	1 year.	May be renewed on recommendation of the superintendent and report of the inspector for 1 or 3 years.	(a) None. (b) Experience; amount not specified. (c) Experience; amount not specified. (d) Experience; amount not specified.				
Elementary license.	do.	do.	Elementary schools.	do.	do.	(a) 20 weeks in New Hampshire. (b) 2 years in another State. (c) None. (d) None.				
Permits.	do.	do.	do.	do.	do.					

State laws and regulations concerning teachers' certificates—Continued.
NEW MEXICO.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Professional life certificate.	State board of education.	State.....	All schools...	Life.....	.....	45 months; 9 months in New Mexico.	State board of education.	State board of education.	<p>Applicant must qualify under 1, 2, and 3 as follows: (1) Minimum for which no substitution will be accepted. Graduation from a standard high school, the course in which shall include not less than 15 high-school units, including the following: United States history, including New Mexico history (2) unit; United States civics, including New Mexico civics (4) unit; physiology and hygiene (4) unit; an industrial subject (agriculture, manual training, home economics, commercial branches) (4) unit; geometry (plane) 1 unit; algebra, 1 unit; composition and rhetoric, 1 unit; history of English literature and classics 1 unit; general history, 1 unit; laboratory science, 1 unit; history of American literature and American classics, 1 unit; foreign languages, 2 units; electives sufficient to total 15 units.</p> <p>(A high-school unit represents a year's study in any subject. This definition assumes that the length of the school year is from 36 to 40 weeks, the recitation period not less than 40 minutes in length, and that the study is pursued five periods per week. It further assumes that 2 hours of manual training or laboratory work is equivalent to 1 hour of classroom work.)</p>

Five-year professional certificate.	.....do.....	.....do.....	.....do.....	5 years	(a) May be in- dorsed for life after 45 months' ex- perience.	27 months; 9 months in New Mex- ico.			(2) Graduation from a stand- ard 2-year course in a normal school or its equivalent. This course must include psychol- ogy, 15 term hours; school management, 5 term hours; principles of education, 10 term hours; special methods, 15 term hours; history of edu- cation, 10 term hours; obser- vation and practice, 15 term hours; and elective to the amount of 26 term hours. (A term hour of credit shall con- sist of a course of 12 weeks of 1 recitation period per week, of not less than 50 minutes in length.) (3) Experience must be certified to by some school official. Fifteen term hours of observation and practice will be accepted in lieu of 27 months of the 45 months of successful expe- rience. (a) Graduation from the pro- fessional course of the State normal school or the New Mexico Normal University. (b) Fulfillment of scholarship requirements same as for pro- fessional life certificate. For this certificate 15 term hours of observation and practice teaching may be accepted in lieu of the required experi- ence. Graduation from the New Mex- ico State Normal School, the New Mexico State Normal University, or the State Uni- versity, courses leading to the B. A. degree and including psychology 6 hours, prin- ciples of secondary education 3 hours, history of education 6 hours. Applicant's major subject shall cover 30 hours, including not less than 6 hours in methods of teaching that subject.
High school profes- sional certificate.	.....do.....	.....do.....	High schools..	3 or 5 years.	Good for 5 years if ap- plicant has 1½ units of observation and practice. May be ex- tended for 2 years and made perma- nent with 45 months' suc- cessful teach- ing.				

State laws and regulations concerning teachers' certificates—Continued.

NEW MEXICO—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Elementary State certificate of the second grade.	State board of education.	State	Elementary schools,....	2 years.....	Not renewable	.....	State board of education.	State board of education.	Examination in the following: Reading, penmanship, orthography, grammar, and composition, geography, arithmetic, physiology, United States history, civics, New Mexico history and civics, school management and one industrial subject. Applicant must attain a general average of 75 per cent, with no branch below 50 per cent.
Elementary State certificate of the first grade.	.....do.....	.....do.....	.....do.....	Good for year if applicant has had no experience; valid for 3 years if applicant has 7 months' experience in State.	Renewable for 3-year periods if applicant has experience and credits for reading circle work approved by the State board; 8 weeks' summer school attendance will be accepted in lieu of reading circle work.	.....	.....do.....	.....do.....	(a) Examination in the following subjects: Reading, penmanship, orthography, English grammar and composition, geography, arithmetic, physiology, United States history, civil government, New Mexico history and civics, pedagogy, psychology, algebra, botany, zoology, physics, bookkeeping, Spanish, and industrial subject (manufacturing, domestic science, agriculture). Applicant must make a general average of 90 per cent with no grade lower than 75 per cent, or (b) graduation from a 4-year high school course, which includes subjects approved by the State board, or (c) graduation from the full course of study of St. Michael's College.
Elementary State certificate of the third grade.	.....do.....	.....do.....	.....do.....	1 year.....	Not renewable. Not more than two will be is-	.....	.....do.....	.....do.....	Examination in the following subjects: Reading, penmanship, orthography, grammar and composition, geography,

State laws and regulations concerning teachers' certificates—Continued.

NEW JERSEY—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
State elementary certificate— <i>Cor.</i> Permanent.....									(b) Credit by examination or indorsement for at least 4 subjects during first 3 years' experience, and for remainder during following 2 years.
Secondary State certificate; Limited.....	State board of examiners.	State.....	In any branch of secondary department included in certificate. Does not entitle holder to supervise.	3 years from the beginning of the school year in which applicant begins to teach.	Renewable for 2 years.		State board of examiners.	State board of examiners.	Holder of diploma from approved college or from approved 4-year high school teachers' course of a State normal school, or applicant may hold New Jersey permanent elementary State certificate or the equivalent. Applicant must also take examination in subjects or subject to be taught and school management and methods of teaching with special reference to secondary education, history of education, psychology, physiology and hygiene, unless covered by diploma showing 30 hours in education, 30 hours in history of education, 30 hours in psychology, and 60 hours in physiology and hygiene.

Applicant must hold limited secondary certificate on which he has taught for at least 3 years.

a) Applicant must be at least 25 years of age and hold New Jersey permanent elementary or permanent secondary certificate or the equivalent, and must present testimonials of executive ability from the county or city superintendent of the school; and of the board of education under which he has been employed. Must pass examination in school organization, including New Jersey school law.

b) Applicant must be graduate of approved college or university.

NOTE.—Any person holding a first-grade State certificate shall be deemed and taken to hold a permanent supervisor's certificate.

State laws and regulations concerning teachers' certificates—Continued.

NEW JERSEY—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Special State certificate for kindergarten, manual training, cooking, sewing, drawing, book-keeping, stenography and typewriting, penmanship, music, modern languages, physical training, elocution, evening classes for foreign-born residents, blind classes, mental defective classes. Limited.....	State board of examiners.	State.....	To teach or supervise any grades in the subject or subjects covered by such certificate.	1 year.....	Renewable for 2 years.	.....	State board of examiners.	State board of examiners.	(a) For the kindergarten certificate the applicant must be a graduate of an approved 4-year high school course and have passed examination in kindergarten subjects. (b) For the drawing certificate, cooking, sewing, bookkeeping, penmanship, music, applicant must pass examination in the subjects to be taught and allied subjects. For the stenography and typewriting, modern languages, physical training, elocution certificates, applicant must be a graduate of an approved 4-year high school and in addition pass examination on the subject he is to teach and allied sub-

Permanent.....	do.....	do.....	Life.....	Renewable for 2 years upon recommendation of superintendent of schools and the commissioner of education.	Adequate trade experience.	3 years.....	do.....	do.....	do.....	Applicant must be holder of a limited special certificate in subject for which he desires permanent special certificate.	jects. All certificates require graduation from 4 years of high school. Special requirements for blind and subnormal classes.
Vocational certificates (for positions in State-aided schools): (1) Industrial vocational certificate—Limited.....	do.....	do.....	1 year.....	State-aided schools to teach vocations specified on the certificate.	Renewable for 2 years upon recommendation of superintendent of schools and the commissioner of education.	Adequate trade experience.	3 years.....	do.....	do.....	Applicant must possess ability to read, write, spell; to know fundamental principles of arithmetic and other mathematics that apply to vocations. Applicant must show to a committee of at least two persons that he has the ability to do the work of his trade, and is familiar with its operations and materials. Must be 21 years of age and possess certificate of health. Applicant must possess limited industrial vocational certificate.	jects. All certificates require graduation from 4 years of high school. Special requirements for blind and subnormal classes.
Permanent.....	do.....	do.....	Life.....	do.....	do.....	3 years.....	do.....	do.....	do.....	Applicant must be graduate of an approved agricultural college or have academic training of at least 2 years beyond the usual 4-year high school course in an approved normal school or its equivalent, and four "short courses" in an approved agricultural college. Must be 21 years of age and possess health certificate.	jects. All certificates require graduation from 4 years of high school. Special requirements for blind and subnormal classes.
(2) Agricultural certificate—Limited.....	do.....	do.....	1 year.....	To teach agriculture and allied subjects in State-aided schools.	Renewable same as limited industrial vocational certificate.	Adequate farm experience.	3 years.....	do.....	do.....	Applicant must possess limited agricultural vocational certificate.	jects. All certificates require graduation from 4 years of high school. Special requirements for blind and subnormal classes.
Permanent.....	do.....	do.....	Life.....	do.....	do.....	3 years.....	do.....	do.....	do.....	Applicant must possess ability to read, write, spell; to know fundamental principles of arithmetic and other mathematics that apply to vocations. Applicant must show to a committee of at least two persons that he has the ability to do the work of his trade, and is familiar with its operations and materials. Must be 21 years of age and possess certificate of health. Applicant must possess limited industrial vocational certificate.	jects. All certificates require graduation from 4 years of high school. Special requirements for blind and subnormal classes.

State laws and regulations concerning teachers' certificates—Continued.
NEW JERSEY—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Vocational certificates (for positions in State-aided schools)—Continued. (3) Household arts certificate—Limited...	State board of examiners.	State.....	To teach household arts in State-aided vocational schools.	1 year.....	Renewable as other vocational certificates (limited).	Experience satisfactory to the board of examiners.	.....	.....	Graduation from recognized college or school giving 2-year course in general household arts, or academic training satisfactory to the board of examiners. Applicant must be at least 21 years of age and possess certificate of health. Applicant must possess limited household arts certificate.
Permanent	do.....	do.....	do.....	Life.....	.....	3 years.....	.....	.....	.....
(4) Technical vocational certificate—Limited...	do.....	do.....	To teach technical subjects such as drawing, mathematics or other sciences relating to the vocation taught in State-aided schools.	1 year.....	Renewable as other limited vocational certificates.	.....	State board of examiners.	State board of examiners.	Applicant must have any one of the vocational certificates mentioned above. First-grade county certificate or any form of State certificate other than the special certificate and in addition examination in prescribed subjects by the State board, and credentials from approved school in subject applicant wishes to teach. Applicant must possess limited technical vocational certificate.
Permanent	do.....	do.....	do.....	Life.....	.....	3 years.....	.....	.....	.....
(5) Academic certificate—Limited...	do.....	do.....	To teach academic subjects in State-aided vocational schools.	1 year.....	Renewable as other limited vocational certificates.	.....	.....	.....	Issued to applicants who hold first-grade county certificate or any form of State certificate other than special, or any one of the vocational certificates named above.

Permanent	do	do	do	Life	3 years	Applicant must hold limited academic certificate and recommendation from superintendent of schools and commissioner of education.
(b) Supervisor's certificate—Limited	do	do	In State as supervisor of vocational work or principal of State-aided vocational school.	1 year	Not renewable	Applicant must hold permanent industrial, agricultural, household arts, academic or technical vocational certificate, and must satisfy the State board of examiners that he has had adequate experience in vocational schools.
Permanent	do	do	do	Life	1 year	Applicant must hold limited supervisor's vocational certificate, and have the recommendation of the superintendent of schools and the commissioner of education.
Provisional elementary certificate.	County or city superintendent.	In county or city under the jurisdiction of the superintendent who grants the certificate.	Elementary	Good until the last day of the second month succeeding the date of the next examination.	Renewable once if applicant receives credit for at least 5 of the subjects required for a limited elementary certificate.	Granted at the discretion of the county or city superintendent. Applicant must make application for corresponding class of certificate to the State board of examiners. All applicants must be graduates of approved 4-year high school and have completed at least one session of approved summer school course.
Provisional secondary certificate.	do	do	Secondary	do	Not renewable	Same as above, except that regulation concerning high school graduation and summer school attendance is omitted.
Provisional special certificate.	do	do	Special subjects.	do	do	Do.
Provisional supervisor's certificate.	do	do	do	do	do	Do.
Provisional certificate for vocational State-aided schools.	do	do	State-aided vocational schools.	do	do	Do.

State laws and regulations concerning teachers' certificates—Continued.

NEW YORK.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
State certificate.	Commissioner of education and president of the university.	In State.	All schools.	For life.		3 years.	State department of education.	State department of education.	Applicant must pass at a minimum standing of 75 per cent an examination in each of the following subjects: Spelling, arithmetic, geography, English grammar, algebra, physiology and hygiene, American history, composition (and a minimum of 60 per cent each of the following with a total average of 75 per cent): History of education or psychology, methods of teaching, school law, school management, English and American literature, a foreign language, plane geometry, physics, chemistry or physical geography, botany or zoology, history (ancient, modern, or English), civics, drawing.
College graduate life certificate.	do.	do.	do.	do.		3 years, 2 of which must be in New York.	do.	do.	Holder of a college graduate limited certificate who has passed at a minimum rating of 75 per cent the following examinations: Psychology, history of education, principles of education, methods of teaching.
College graduate permanent certificate.	do.	do.	do.	do.		3 years.	None.	None.	Issued to the holder of a college graduate professional provisional certificate who had 3 years' experience obtained during the validity of the certificate.
Normal diploma.	do.	do.	Any elementary school.	do.			do.	do.	Applicant must have completed a 2-year professional course in a New York State normal school.

Normal certificate.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	6 years' experience in teaching.	.....do.....	.....do.....	.....do.....	Issued to applicants on evidence of 2 years' high school work and four summer courses in a State normal school.
Training class certificates valid in sub academic grades.	District, village, or city superintendent.	In district, village, or city for which issued or indorsed.	In grades 1 to 8, inclusive.	10 years.....	Renewable for 10-year periods on 5 years' successful experience in teaching.	3 years.....	State department of education.	State department of education.	.....do.....	Applicants must hold training-class certificate and regent's academic diploma or evidence of graduation from a 4-year approved high school course and in addition have had 3 years' successful experience in teaching.
Limited State certificate.	Commissioner of education and president of the university.	In State.....	All schools.....	5 years.....	Nonrenewable	.....do.....	.....do.....	.....do.....	.....do.....	Applicant must pass at a minimum standing of 75 per cent an examination in each of the following subjects: Spelling, arithmetic, geography, English grammar, algebra, physiology and hygiene, American history, composition; and at a minimum 60 per cent each of the following, with a total average of 75 per cent: Physics, civics, drawing, history of education or psychology, methods of teaching, school management, school law. Applicant shall also earn 10 additional credits in subjects in the following groups: English and American literature, a foreign language, plane geometry, physics, chemistry or physical geography, botany or zoology, history (ancient, modern, or English), civics, drawing.
Rural school renewable certificate.	District superintendent.	In superintendent's district for which issued or indorsed.	School district not maintaining an academic department.	3 years.....	Renewable after 2 years' experience for 10 years.	None.....	.....do.....	.....do.....	.....do.....	Applicant must pass examinations with a minimum rating of 75 per cent in writing, spelling, arithmetic, geography, English for teachers, algebra, physiology and hygiene, nature study, and agriculture, history of education, school management, methods of teaching, school law, drawing, American history with civics, and a foreign history.

State laws and regulations concerning teachers' certificates—Continued.

NEW YORK—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Training class certificate.	District superintendent.	In superintendent's district for which issued or indorsed.	School district not maintaining an academic department.	3 years.....	Renewable for a 5-year period on 2 years' successful experience and thereafter for 3-year periods on 3 years' successful experience.	None.....	State department of education.	State department of education.	Applicant must have complied with requirements for admission to training class, and in addition must have passed an examination with a minimum standing of 75 per cent in each of the following subjects: Writing, spelling, arithmetic, geography, language, physiology and hygiene, United States history with civics, drawing, agriculture, methods of instruction in reading, spelling, and writing, psychology and principles of education, school law, school management.
Training school certificate.	City superintendent.	In any district, village, or city, for which issued or indorsed.	In any elementary school in the State.	.....do.....	Renewable for a period of 10 years' experience and thereafter for periods of 10 years' on 5 years' experience in teaching.	.....do.....	.....do.....	.....do.....	Applicant must have complied with all requirements for admission to New York State training schools, and in addition must have attained a minimum rating of 75 per cent in examinations in the following subjects unless exempt therefrom under provisions hereafter enumerated: Arithmetic, geography, language, physiology and hygiene, American history with civics, drawing, methods in reading, writing, and spelling, psychology, history of education, school management. (a) A graduate of a university will be exempt from examination in all subjects except those which include matter relating to the methods of teaching. (b) A

member of a training school who has completed 1 year's work in a State normal school will be exempt from examination in all subjects except those which are included in the second year of the training school course.

Graduation from a college registered by the regents of the University of the State of New York if applicant has completed therein a course of education approved by the president of the university for the training of teachers.

An applicant must be a graduate of an approved high school or its equivalent, and also of an approved professional institution in which he has completed a 2-year course of study in the special subject he desires to teach. If certificate is for kindergarten, commercial branches, or drawing, candidates must pass examinations in special subjects with a minimum rating of 75 per cent, unless excused from same by president of the university for the completion of an approved course in a degree-conferring institution registered with the regents of the University of the State of New York.

Issued to holder of regent's academic diploma who has completed a summer course of 6 weeks for the training of rural teachers in a State normal school.

College graduate professional provisional certificate.	Commissioner of education and the president of the university.	In State...	All schools.....do.....	Renewable by indorsement.	None.....	None.....	member of a training school who has completed 1 year's work in a State normal school will be exempt from examination in all subjects except those which are included in the second year of the training school course.
Special certificates: Kindergarten, music, art, drawing, manual arts, commercial branches, and other subjects.	do.....	In district, village, or city for which certificate is issued or indorsed.	Special subjects only.	Renewable for 5-year periods after 2 years' experience.	State department of education.	State department of education.	An applicant must be a graduate of an approved high school or its equivalent, and also of an approved professional institution in which he has completed a 2-year course of study in the special subject he desires to teach. If certificate is for kindergarten, commercial branches, or drawing, candidates must pass examinations in special subjects with a minimum rating of 75 per cent, unless excused from same by president of the university for the completion of an approved course in a degree-conferring institution registered with the regents of the University of the State of New York.
Academic certificate.	District superintendent.	In superintendent's district for which issued or indorsed.	School district not maintaining an academic department for which school district certificate issued or validated by the district superintendent.	2 years.....	Renewable 1 year for each 18 credits obtained in examination for State life certificate or for the successful completion of a 6 weeks' summer course in a State normal school.	do.....do.....do.....	Issued to holder of regent's academic diploma who has completed a summer course of 6 weeks for the training of rural teachers in a State normal school.

State laws and regulations concerning teachers' certificates—Continued.
NEW YORK—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
College graduate limited certificate.	Commissioner of education and president of the university.	In State...	In any school except in grammar and primary grades of cities and villages of 5,000 or more inhabitants employing a superintendent of schools.	2 years.....	Renewable for 1 year.	None.....	.....	.....	Applicant must be a graduate and must have received a bachelor's degree from a college registered by the regents of the University of the State of New York.
Equivalent certificate.	do.....do.....	do.....do.....	In any elementary school.	1 year.....	May be exchanged for permanent.	1 year or more.....	do.....do.....	do.....do.....	Applicants must show evidence of successful experience in teaching and of an education equivalent to that required for graduation from a general professional course in a New York State normal school.

NOTE.—All applicants must be citizens of the United States and 18 years old. Prerequisite for license to teach in the primary and grammar schools of any city in school district authorized by law to employ a superintendent of schools: (1) 3 years' experience, or (2) prescribed course in State normal school, or (3) New York life certificate, or (4) graduation from approved school for the professional training of teachers.

NORTH CAROLINA.

Professional life certificate.	State board of examiners and institute conductors.	State.....	All schools....	Life.....	2 years.....	None.....	None.....	Graduation from an A grade college with credits for 30 semester hours in education, including psychology, history of education, school management and administration, methods of teaching and educational psychology. In addition, 2 years of successful experience in teaching or supervising is required.

High school teacher's certificate.	.....do.....	.....do.....	High schools.....	3 years.....	Renewable for (a) reading circle work; (b) summer school attendance.	3 years.....	State board of examiners and institute conductors.	State board of examiners and institute conductors.	Applicant must have had 2 or more years of work in an A or B grade college and must have a minimum of 3 hours of professional work through the year in an approved department of education or three 5-hour courses in professional subjects for at least 6 weeks in an approved summer school. (b) Examination in the subjects he may be required to teach in the high school, the school law of North Carolina, and in English grammar, composition, and literature.
High school principal's certificate.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	(a) Graduation from A grade college or the equivalent, and 6 hours of professional work through the year in an approved department of education, 3 hours of which must be in secondary education, or (b), examination as for high school teachers, except that it must cover in addition to those requirements American history, algebra, arithmetic, plane geometry, English history, either Latin, French, or German, and one of the following: General science, physics, physical geography, agriculture, biology, botany, chemistry. Examination also includes questions of a professional nature on books specified by the State board of examiners and institute conductors.
Parin-life certificate.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	None.....	None.....	Graduation from North Carolina State College of Agriculture or its equivalent and at least 2 years' work in agriculture. Professional requirements as for high school principal's certificate, except 3 hours must be in methods of teaching agriculture.

State laws and regulations concerning teachers' certificates—Continued.

NORTH CAROLINA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Home economics special certificate.	State board of examiners and institute conductors.	State	High schools.	3 years.			State board of examiners and institute conductors.	State board of examiners and institute conductors.	Graduation from the State normal and industrial college, or college of equal rank, with 2 years' work in home economics and professional requirements same as for high school principals, except 3 hours must be in methods of teaching home economics.
Mechanic arts special certificate.	do.	do.	do.	do.			do.	do.	Graduation from the North Carolina State College of Agriculture or college of equal rank, with at least 2 years in mechanic arts and professional work as required for high school principal's certificate, except that the 3 hours must be in methods of teaching mechanic arts.
Elementary teacher's certificate.	do.	do.	Elementary schools.	2 years.	Renewable for (a) reading circle work; (b) summer school attendance.		do.	do.	(a) Completion of a 4-year standard high school course or its equivalent and the equivalent of one 3-hour course for a period of one scholastic year in theory and practice, or three 3-hour professional courses for 6 weeks in an approved summer school and 12 lessons of 1 hour each in North Carolina school law or the equivalent thereof, or (b) examination in spelling, drawing, reading, arithmetic, language and composition, English grammar, geography, physiology and hygiene, history of North Carolina and United States,

State laws and regulations concerning teachers' certificates—Continued.

NORTH CAROLINA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Superintendent's certificate.	State board of examiners and institute conductors.	State	All schools.....	2 years.....	Renewable for (a) reading circle work; (b) summer school attendance.	2 years' teaching experience with- in the pre- ceding 5 years or 3 years' super- vising expe- rience with- in the pre- ceding 7 years, or 5 years' super- vising expe- rience with- in the pre- ceding 10 years.	State board of examiners and institute conductors.	State board of examiners and institute conductors.	Same as for high school principal's certificate.
Assistant superintendent's certificate.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	1 year.....	.....do.....	.....do.....	Do.
Special certificates: Kindergarten commercial branches physical training, music, drawing, manual training, public speaking.	.....do.....	.....do.....	Subject specified.	.....do.....	Reading circle.	.....do.....	None.....	None.....	Graduation from 4-year standard high school or its equivalent, and in addition 2 years' training in an approved institution of collegiate rank in the special subject on which the certificate is sought, 6 hours through the year in education, of which 3 semester hours must be in methods of teaching the special subject.

NORTH DAKOTA.

First-grade professional certificate: (1) Issued on examination.	State board of education.	State.....	All schools.....	(a) 5 years; (b) life.	Convertible into life certificate.	18 months.....	State board of education.	State board of education.	(a) Applicant must have all the qualifications necessary for a second-grade certificate and in addition thereto be found proficient in the following subjects: Foreign language, natural science, other than the one presented by the second-grade certificate, ethics, logic or sociology, political science, economics or domestic science, and any two subjects of college grade listed for the second-grade professional certificate and not previously offered by the applicant. (b) The above may be converted into a life certificate when applicant secures a college degree.
(2) Issued on diploma.	.....do.....	.....do.....	.....do.....	(a) 2 years; (b) 2 years.	(a) Convertible into life certificate after 9 months' experience. (b) Convertible into certificate valid for 5 years after 9 months' experience and renewable for life after 5 years' experience.	None, or 3 years. None for initial certificate; 9 months for conversion. (b) None, or 3 years.	.....	.....	(a) Issued to graduates of the 2-year course of Teachers' College, University of North Dakota. (b) Issued to holders of bachelor's diplomas granted by universities and colleges of recognized standing, provided the diplomas imply at least 2 years' courses, or 16 semester hours of professional preparation for teaching. In lieu of such professional study 3 years of successful experience in teaching gained after graduation is accepted as meeting the requirements.

clude professional study and preparation, or that the holder has had 3 years' experience in teaching. This diploma may be exchanged for professional certificate for 5 years or for life after 9 months' successful experience in teaching.

(a) Applicant must be at least 20 years of age and must in addition to those subjects required for second-grade elementary certificate, be found proficient in: Elements of psychology and four of the following subjects of second-grade: Elementary algebra, plane geometry, physics, physical geography, botany, elements of agriculture, nature study, manual training, domestic science, American literature. (b) Issued also to applicants who hold second-grade elementary certificates and have the required experience and are at least 20 years of age.

(a) Granted to graduates of 4-year high schools, 20 years of age, who have had professional and review subjects approved by the State board of education, and the required experience. The State board of education recognizes high schools within the State and those without the State on the accredited list of the North-Central Association. (b) Granted to holders of the certificate of completion issued by the North Dakota State normal schools to applicants who complete the 3-year curriculum for eighth-grade graduates, and who have the necessary experience and are 20 years of age.

First-grade elementary certificate:
(1) Issued on examination.

State must be recorded by superintendent schools.

Elementary schools and ninth grade in schools which have 1 year of high school work only.

3 years.....

Renewable once only.

8 months.....

State board of education.

State board of education.

(2) Issued on diploma.

do.....

do.....

do.....

do.....

do.....

do.....

do.....

Special certificates may be issued to applicants who possess qualifications equivalent to those required for second-grade professional certificates. Applicant for a special certificate must satisfy the board of education of his proficiency in the subject he desires to teach. Each application will be considered on its individual merits.

At the discretion of the State board.

At the discretion of the State board.

Validity prescribed by the State board.

Subjects for which issued.

State.....

do.....

Special certificates: Drawing, music, kindergarten, primary subjects, agriculture, commercial subjects, domestic science, manual training.

OHIO.

(a) Issued to holders of degrees from approved colleges who have completed a 50 months' period of successful teaching experience.
(b) To holders of State professional high school certificates who have taught 24 months since receiving same.
(c) Examination in geometry, high school English, Latin or other foreign languages, civic government, algebra, physics, physiology, history, education, science of education and any three of the following: Latin or other foreign language, chemistry, botany, zoology, geology, astronomy, trigonometry, economics, logic, and any one of two of the usual divisions of history, manual training, and home economics. A minimum grade of 80 per cent is required. Prerequisite for entrance, two years of college or normal school work, one fourth of which must be professional.

State board of examiners.

State board of examiners.

See scholarship requirements.

Life.....

High schools.....

State.....

State board of examiners.

State high school certificate.

State laws and regulations concerning teachers' certificates—Continued.

OHIO—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
State elementary certificate.	State board of examiners.	State.....	Elementary schools.	Life.....	.....	See scholarship requirements.	State board of examiners.	State board of examiners.	(a) Granted to applicants who have completed a 4-year high school course or its equivalent and a 1-year normal school course approved by the State department of public instruction, or its equivalent, and had 100 months' experience. (b) Granted to holders of a State provisional certificate who have taught 24 months since receiving it. (c) Granted to graduates from a standard 2-year normal school who have 50 months' experience. (d) Granted on satisfactory examination in all elementary subjects and in elementary algebra, elementary physics, and principles of teaching. Prerequisite for entrance, graduation from a 4-year high school and 1 year of college or normal school work, including 15 semester hours of professional work and 50 months of teaching experience. Issued to graduates from any normal school, teachers' college, college or university, who have completed a full 4-year academic and professional course in such institution and who are also graduates of a 4-year high school.
Provisional high school certificate.	State superintendent.	.....do.....	High schools..	4 years.....	Renewable by State superintendent.	.....	.....	.....	Issued to graduates from any normal school, teachers' college, college or university, who have completed a full 4-year academic and professional course in such institution and who are also graduates of a 4-year high school.
Provisional elementary certificate.	.....do.....	.....do.....	Elementary schools.	.....do.....	.....do.....	.....	.....	.....	Issued to graduates from any normal school, teachers' college, college or university, who have completed a full

Provisional special certificate: Music, drawing, penmanship, manual training, physical culture, domestic science, agriculture, kindergarten or modern language.	.....do.....	.....do.....	Special subject only.	.....do.....	Renewable by State superintendent. May be made life certificate after 24 months' experience.	.....do.....	2-year academic and professional course in such institution and who possess a diploma from a first-grade high school or its equivalent. Issued to graduates of courses of at least two years in length, including at least 18 semester hours of professional preparation, four of which are in practice teaching and observation. Applicant must also be a graduate of a full 4-year high school course.
Provisional kindergarten certificate.	.....do.....	.....do.....	Kindergarten and first, second, and third grades of elementary schools.	.....do.....	Renewable by State superintendent.	.....do.....	Graduation from normal course not less than 2 years in length, content of which is approved by State superintendent of public instruction, and whose entrance requirement is graduation from a 4-year high school.
Vocational certificate: Home economics, agriculture, trade and industrial subjects.	County or city board of examiners.	County or city.	Subject for which given.	.....do.....	Not stated.	State superintendent.	Issued to applicants who meet the standards required by the State board of education and the State superintendent of public instruction for State certificates in special subject. Examination in English, principles of teaching and 5 elective branches. Examination includes practical test in teaching. A prerequisite for entrance to this examination is 33 weeks' professional training and 4-year high school course.
High school certificate.	.....do.....	.....do.....	High schools.	1 or 3 years, depending on grades and experience, as determined by rules of local boards of examiners.	.....do.....	.....do.....	Examination in all the common branches, including agriculture and practical test in teaching. A prerequisite for entrance to this examination is 36 weeks of professional training. Professional training is expected to be in addition to full 4-year high school course.
Elementary certificate.	.....do.....	.....do.....	Elementary schools.	.....do.....	.....do.....	.....do.....	Examination in all the common branches, including agriculture and practical test in teaching. A prerequisite for entrance to this examination is 36 weeks of professional training. Professional training is expected to be in addition to full 4-year high school course.

¹ City boards of examiners provide their own questions until 1924 and prescribe qualifications to take the examination. Also they may issue special certificates for teaching defectives, deaf and the like, to those who have the qualifications and such additional qualifications as the superintendent of public instruction may prescribe.

State laws and regulations concerning teachers' certificates—Continued.

OHIO—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Special certificate.	County or city board of examiners.	County or city.	Special subject	1 or 3 years depending on grades and experience as determined by rules of local boards of examiners.			State superintendent.	County or city board of examiners.	(a) Examination in special subject or subjects and in theory and practice of teaching. Examination includes practical teaching test. Prerequisite same as for high-school certificate. (b) Issued to those who have completed a 1-year training course approved by the State superintendent of public instruction.
Normal student's certificate.	.....do.....	.....do.....	Elementary schools.	1 year.	May be renewed for 1 or 3 years at direction of the board of examiners.				(a) Issued to graduates of first-grade high schools who in addition have completed a 1-year professional course in any high school or normal-school approved by the superintendent of public instruction. (b) May be issued on completion of 1-year normal course in any high school or normal school approved by the State superintendent of public instruction until 1922. From 1922 to 1924 applicant must have a minimum of 2 years of high school work as a prerequisite to entrance to normal course. Discontinued from 1924.
Emergency certificate.	.....do.....	.....do.....	Specified school.	.....do.....					Issued with the approval of the superintendent of public instruction to applicants who have had 1 year's experience in teaching in the public schools. Issued only when there is a shortage of teachers.

OKLAHOMA.

State certificate.	State board of education.	State.....	All schools.....	Life.....					
State life certificate.			All schools.....	Life.....					Issued to graduates of a full 2-year course in the Oklahoma State normal schools when the diploma is signed by the State superintendent, or to graduates of colleges in Oklahoma which have a normal department or courses equivalent to that provided in the State normal schools and is approved by the State board of education.
Special certificates: Music, domestic science, agriculture, art, manual training, expression, and commercial branches.	.....do.....	.....do.....	Special subjects only.						Applicant must have had 4 years of college training with special attention to the subject upon which the certificate is issued.
Five-year elementary certificate.	.....do.....	.....do.....	Below the 9th grade.	5 years.....	Renewable.....	Amount not stated.			Applicant must have successful experience in teaching and complete certain branches in some one of the State institutions.
Five-year high-school certificate.	.....do.....	.....do.....	High school.....	.....do.....	.....do.....	.....do.....			Applicant must have successful experience in teaching and complete certain branches in the University of Oklahoma.
First-grade county certificate.	County board of examiners or State board of examiners.	In county in which issued and may be indorsed in any other county.	All schools.....	4 years.....	(1)	12 months.....	Superintendent of public instruction.	County board of examiners or State board of examiners.	Applicants must be 20 years of age or over and attain an average of 90 with no branch below 75 in the following subjects: Algebra, physics, American literature, arithmetic, composition, civics, elementary psychology, English grammar, geography, Oklahoma history and government, orthography, physiology and hygiene, reading, theory and practice of teaching, United States history, writing and the elements of agriculture, domestic science, music, and general history.

¹ May be renewed for term for which issued by county superintendent if applicant attends institutes and summer schools as follows: 75 per cent of normal institutes or training courses held in county in which applicant has taught, or 50 per cent of teacher's associations held in county and 10 weeks, special training in a State normal school.

State laws and regulations concerning teachers' certificates—Continued.
OKLAHOMA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Two-year certificates.	State university and the A. and M. colleges or normal schools of Oklahoma.	State.....	All schools.....	2 years.....					Completion of a minimum of 4 years' work above the 8th grade, and in addition applicant must have attended 1 full year at any of the institutions named in column 2 and have completed courses in agriculture, psychology, pedagogy, methods, and management.
Second-grade county certificate.	County board of examiners.	County in which issued and may be indorsed in adding county.	.....do.....	.....do.....	See first-grade county certificate.	6 months.....	.....do.....	County board of examiners.	Issued to applicants who attain an average of 80 per cent with no branch below 65 per cent in the subjects enumerated for a first-grade certificate, with the exception of algebra, physics, and general history.
Special certificate (to teach certain branches).	State board of education.	State.....	.....do.....	.....do.....	Renewable.....				Applicant must have successful experience in teaching and complete certain branches in the University of Oklahoma.
Normal school and college 1-year certificates.	State university and the A. and M. colleges or normal schools of Oklahoma.	.....do.....	.....do.....	1 year.....	Not renewable				Applicant must have completed a minimum of 2 years of high-school work and in addition have completed courses in penmanship, music, drawing, 1 year's work in science and 1 year's work in education, and must have attended 2 terms of 12 weeks each in the institutions marked in column 2.
Teacher's training course certificate.	Certain high schools of the State.	.....do.....	.....do.....	.....do.....	.....do.....				Graduation from the teacher training course given in certain high schools of the State. The course is arranged by State board of education and includes "course in education along the lines which will best qualify the individual for the teaching profession."

Assessed to applicants who attain an average of 75 per cent with no branch below 60 per cent in the same subjects enumerated for second-grade certificates except American literature and psychology. A applicant must have 1 year of college work above a 4-year high-school course.

A applicant must have 2 years of college work above a 4-year high-school course.

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NOTE.—For first-, second-, and third-grade county certificates:
1. In addition to the above requirements, applicants for a first-grade certificate must have the equivalent of at least 3 years of an approved high school or 36 weeks' professional training in an Oklahoma State normal school or the equivalent.
2. Applicants for second-grade certificates must have at least 2 years of academic training in an approved high school or 20 weeks' professional training in schools as provided for under first-grade provisions.
3. Applicants for third-grade certificates must have at least one year academic training in an approved high school or 10 weeks of professional training in the schools as prescribed under certificates of first grade.

OREGON.

c) Examination with a general average of not less than 85 per cent and no branch less than 70 per cent in the following subjects: Arithmetic, writing, orthography, reading, physiology, school law, civil government, grammar, geography, theory and practice of teaching, United States history, psychology, American literature, English literature, algebra, physics, geography, bookkeeping, plane geometry, botany, physics, composition, general bookkeeping, geology, history of education. (b) Issued also to holders of State 5-year certificate who pass satisfactory examination in geometry, botany, physics, bookkeeping, general history, geology, history of education, and English literature.

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State superintendent of public instruction.

State laws and regulations concerning teachers' certificates—Continued.

OREGON—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Five-year State certificate.	State superintendent of public instruction.	State.....	In elementary grades and in 1-year, 2-year and 3-year high schools.	5 years.....	Renewable for attendance of 32 weeks at an institution of higher education.	12 months.....	State board of examiners.	State board of examiners.	Applicant must have a general average of not less than 85 per cent, with no branch below 70 per cent in the following subjects: Orthography, arithmetic, physiology, grammar, geography, theory and practice of teaching, reading, United States history, civil government, school law, psychology, American literature, algebra, physical geography, composition, writing.
Primary 5-year certificate.	.....do.....do.....	.....do.....	First, second, and third grades.	.....do.....	Renewable for attendance of 36 weeks at an institution of higher education or 32 months successful experience.	.....do.....	.....do.....	.....do.....	Applicant must pass examination with a general average of not less than 85 per cent, and not fall below 70 per cent in any of the following subjects: Methods in reading, methods in arithmetic, methods in language, methods in geography, theory and practice of teaching, writing, orthography, physiology, psychology, and in addition applicant must submit an educational thesis on a subject given by the State superintendent.
Certificates on graduation from standard college or university: 1.....	.....do.....do.....	.....do.....	In high schools	1 year.....					Graduation from standard college or university. (List of standard colleges and universities furnished by the superintendent of public instruction.)

II.....	do.....	do.....	5 years.....	6 months in Oregon.	Holder of above 1-year State certificate, on recommendation of the county superintendent of the county in which applicant last taught.
III.....	do.....	do.....	Life.....	30 months in Oregon.	Holder of above 5-year State certificate on recommendation of the county superintendent of the county in which applicant last taught.
Certificates on graduation from standard normal school:					
I.....	do.....	do.....	1 year.....		Graduation from standard normal schools. (List of standard and normal schools furnished by the superintendent of public instruction.)
II.....	do.....	do.....	5 years.....	6 months in Oregon.	Holder of above 1-year State certificate on recommendation of the county superintendent of the county in which applicant last taught.
III.....	do.....	do.....	Life.....	30 months in Oregon.	Holder of above 5-year State certificate on recommendation of the county superintendent of the county in which applicant last taught.
Nonstandard—					
I.....	do.....	do.....	1 year.....		Graduation from nonstandard college or university and successful examination in 10 of the following 13 subjects: Algebra, American literature, English literature, psychology, physical geography, plane geometry, botany, physics, chemistry, composition, general history, geology, and history of education. Applicant must make general average of 85 per cent and not fall below 70 per cent in any one subject.
II.....	do.....	do.....	5 years.....	6 months in Oregon.	Holder of above 1-year State certificate on recommendation of the county superintendent of the county in which applicant last taught.

1 For teaching those subjects only in which applicant passes examination.

State laws and regulations concerning teachers' certificates—Continued.

OREGON—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Nonstandard—Con. III.....	State superintendent of public instruction.	State.....	In high schools.	Life.....	.....	30 months in Oregon.	.....	.....	Holders of above 5-year State certificate on recommendation of the county superintendent of the county in which applicant last taught.
One-year State certificate.	.....do.....	.....do.....	All.....	1 year.....	Renewable after 6 months' experience.	.....	.....do.....	.....do.....	(a) Average of not less than 75 per cent. in each of the following: Arithmetic, civil government, geography, grammar, history, orthography, physiology, reading, school law, theory and practice of teaching, writing. (b) Completion of teacher-training courses in accredited 4-year high school, including graduation from same. Applicant must show evidence of ability satisfactory to the State superintendent.
Special certificate: Library, music, agriculture, art, manual training, penmanship, kindergarten, domestic science, commercial subjects, physical education, languages.	.....do.....	.....do.....	Special subjects only.	Not stated.....	Not stated.....	.....	.....	.....	Applicant must be holder of certificate valid in another county, and have satisfactory experience. Only one such certificate issued to any one applicant within a period of 3 years.
Temporary county certificate.	County superintendent.	County.....	All schools.....	Until next regular examination.	.....	.....	.....	.....	Applicant must be holder of certificate valid in another county, and have satisfactory experience. Only one such certificate issued to any one applicant within a period of 3 years.

NOTE.—No certificate to teach in any elementary school shall be issued to any person unless he has completed an elementary teachers' training course or its equivalent—equivalency determined by State superintendent of public instruction.

PENNSYLVANIA.

Permanent State certificate.	Superintendent of public instruction.	State.....	Branches named.	Life.....	4 school terms (2 years or more on provisional certificate and 2 years or more on professional certificate).	Examining board. Special branches by department of public instruction.	Examining board. Special branches by department of public instruction.	Holder of a professional certificate for 2 or more years, and certificates of successful teaching during 2 school terms from proper superintendents and boards of school directors; proof of careful reading of at least 4 books of pedagogy approved by the State superintendent; and examination in all the branches enumerated under requirements for professional and provisional certificates.
College certificates: Permanent.....	do.....	do.....	do.....	do.....	3 years in State.	None required.	None required.	Graduation from a college or university approved by the College and University Council of Pennsylvania, and of approved departments therein.
Provisional.....	do.....	do.....	do.....	3 annual school terms.	None.....	do.....	do.....	Same as for permanent college certificate on evidence of applicant's having completed during his college or university course not less than 200 hours' work in pedagogical studies such as psychology, ethics, logic, history of education, school management, and methods of teaching.
State normal school diploma. ¹	State normal school.	do.....	do.....	Life.....	2 school terms in State.	do.....	do.....	Applicant must have a diploma issued by a State normal school of Pennsylvania.
State normal school certificate. ¹	do.....	do.....	do.....	2 annual school terms.	None.....	do.....	do.....	Applicant must have a certificate from a State normal school of Pennsylvania.
Special certificates: K in dergarten, drawing, vocal music, manual training, physical training, etc.	do.....	do.....	do.....	Term of years and of life.	do.....	do.....	do.....	Graduation from an approved special school of such subjects, under such conditions as State superintendent may impose.

¹ Diplomas are issued by Pennsylvania State normal schools to graduates who have 2 years of teaching experience. Certificates are issued to graduates without experience.

State laws and regulations concerning teachers' certificates—Continued.

PENNSYLVANIA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements
		Territory.	Schools.				Prepared by—	Examined by—	
Professional certificate.	County or district superintendent.	County or district. (In districts, by other county, or district superintendent.)	Branches named.	3 years.	Renewable upon examination in any 2 of the additional branches required for professional certificate. Must read 2 additional books on pedagogy approved by State superintendent. Not renewable more than 3 times.	2 full school terms.	County or district superintendent.	County or district superintendent.	Examination in all branches required for a provisional certificate and in addition any two of the following: Vocal music, drawing, English literature, piano, geography, general history, physical geography, elementary botany, elementary zoology, or elementary physics. Must satisfy said superintendent of intelligent reading of two of the books on pedagogy approved for such purposes by the State superintendent.
Provisional certificate.	do.	County or district. (Number of schools.)	do.	1 year.	May not teach more than 5 school terms on a provisional certificate.	None.	do.	do.	Examination in spelling, reading, writing, physiology and hygiene, geography, grammar, arithmetic, elementary algebra, history of the United States and of Pennsylvania, civil government, including State and local government, school management, and methods of teaching.

RHODE ISLAND.

Superintendent's certificates:	State board of education.	State.	All schools as superintendent.	Permanent.	10 years as superintendent.	Graduation from approved college or normal school.
(1) First-grade permanent.						

First-grade temporary.	.....do.....	.....do.....	5 years or until holder qual- ifies for per- manent first- grade certi- ficate.	.....	5 years as su- perintendent. ¹	.....	.....	Graduation from approved col- lege or normal school.
(2) Second- grade per- manent. Second- grade temporary.	.....do.....	.....do.....	Permanent.	.....	10 years as su- perintendent. 5 years as su- perintendent. ¹	.....	.....	Evidence of character and edu- cation satisfactory to the State board of education. Do.
(3) Third-grade temporary.	.....do.....	.....do.....	5 years or until holder qual- ifies for per- manent sec- ond-grade certificate. 1 year.	Nonrenewable.	.....	.....	.....	Satisfactory evidence of scho- lastic and professional qual- ification showing fitness for the service. Approval by the school committee employing applicant may be requested by the board.
First-grade certi- ficate.	.....do.....	High schools.	3 years.	Renewed for two periods of 6 years each for sat- isfactory service; per- manent on 15 years' ex- perience.	None.	State board of education.	State board of education.	(a) Issued to graduates of ap- proved colleges or universi- ties who have completed 6 semester courses in educa- tion, including educational psychology, history of educa- tion, principles of education, school methods and manage- ment; or (b) examination prescribed by the State board of education.
Second-grade cer- tificate.	.....do.....	Elementary schools.	2 years.	Renewed for 4 years, then 9 years for sat- isfactory service; per- manent on 15 years' ex- perience.	.....	.....	.....	Issued to graduates of Rhode Island Normal School or any other approved State normal school maintaining a course of 3 years, including practice teaching. This course must be in addition to a standard 4-year high-school course.
Third-grade certi- ficate.	.....do.....	All.	.....do.....	Renewed for 4 years, there- after for 6- year periods for service proved suc- cessful.	.....	State board of education.	State board of education.	Issued to teachers of successful experience and to those who qualify by examination in the common-school subjects and school management, school methods, and school law.

¹ In lieu of five years' experience as superintendent special training for superintendence through professional courses in supervision and administration pursued for not less than 1 year at an approved college or normal school or 10 years' successful experience as a teacher may be accepted. No permanent certificate may be granted unless applicant has 5 years' experience as superintendent.

State laws and regulations concerning teachers' certificates—Continued.

RHODE ISLAND—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Fourth-grade certificate.	State board of education.	State.	All schools as superintendent.	1 year.	Nonrenewable and conditional.	.....	State board of education.	State board of education.	Issued to those who pass a successful examination in the common-school subjects. Holder must qualify for higher certification within 2 years.
Special certificates: Music, penmanship, physical culture, book-keeping, or other subjects at discretion of State board.	.....do.....	.....do.....	High school in special subject only.	2 years. ....	.....	Satisfactory to State board.	.....	.....	Issued to applicants who present proof of special proficiency in the specific subject named in certificate and ability to instruct.
Temporary certificate.	.....do.....	.....do.....	High school.	Until next examination.	Not renewable	.....	.....	.....	(a) Issued to persons preparing to take the examination for first-grade certificate or (b) to those taking approved courses for which free scholarships are provided at Rhode Island Normal School or Brown University.
Special emergency certificate.	.....do.....	.....do.....	Elementary schools.	.....do.....	.....do.....	None	.....	.....	Issued to high-school graduates who have completed a prescribed course at the summer session of the Rhode Island Normal School. This certificate may be granted after present emergency is passed.

NOTE.—Every applicant for first, second, or third grade certificate is required to pass examination in Rhode Island education, including history of Rhode Island education and Rhode Island school law.

SOUTH CAROLINA.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
State certificate.	State superintendent.	State.	All schools.	10 years.	Not stated.	2 years. ....	.....	.....	Issued to holders of valid first-grade certificates who have the required experience and who have attended summer school during at least three consecutive years and have credits for completion of not fewer than 3 approved courses each year.

Do.....	State board of education.....	do.....	do.....	5 years.....	May be renewed for 5 years and again for life on evidence of "Continued successful professional experience,".....	(a) 5 years, (b) none, (c) 1 year.....	.....	(a) Issued to applicants who present written testimony from the supervising principal or superintendent of boards of education that they have given effective service for at least 5 years, and who hold a first-grade county certificate. (b) Issued to graduates of the special 2-year normal course at the normal and industrial college. (c) Issued on completion of the 1-year course at the same institution to holders of first or second grade certificates. Issued on satisfactory evidence of fitness and preparation to teach through examination in designated high-school subjects.
Special 5-year high-school certificate.	do.....	do.....	High schools.....	do.....	Renewable on evidence of experience and professional improvement.....do.....	.....	State board of education.	State board of education.
Professional certificate.	do.....	do.....	Primary and elementary.....	do.....	do.....	.....	do.....	do.....
Special certificates: Kindergarten, music, and industrial subjects.	do.....	do.....	Special subject.....	Not specified. Discretion of State board.....	do.....	.....	do.....	do.....
County certificates. 1—First-grade. 2—Second-grade. 3—Third-grade.	County board of education.....	County registry in any other county permitted.....	All schools.....	2 years.....	First and second grade renewable at option of board if institutes attended; third-grade can not be renewed.....	None.....	County board of education.	County board of education.
County certificates without examination.	do.....	do.....	do.....	do.....	Optional.....	do.....	None.....	Applicant must have diploma of graduation with A. B. or B. S. degree from higher institution within the State, approved by the State board of education. Completion of 4-year normal course with degree of B. A.
Teachers' normal diploma.	State board of education.....	State.....	do.....	Life.....	do.....	do.....	do.....	do.....

State laws and regulations concerning teachers' certificates—Continued.

SOUTH DAKOTA.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Life professional diploma.	State superintendent.	State.....	All.....	Life.....	.....	72 months, 36 of which is in South Dakota.	.....	.....	Issued to graduates of the State University of South Dakota or any other approved university or college of equivalent grade, provided that such course includes pedagogical studies and professional training comprising at least one-quarter work during at least 18 months.
Provisional diploma.	.....do.....	.....do.....	.....	2 years.....	.....	None.....	.....	.....	Same as for above. Issued at discretion of State superintendent for probationary period necessary for above certificate.
Life diploma.....	.....do.....	.....do.....	Elementary schools and first-year high school.	During good behavior.	.....	(a) 40 months. (b) None.	State board of examiners.	State board of examiners.	(a) Applicant shall be examined or otherwise show satisfactory proficiency in the following branches: Reading, arithmetic, penmanship, orthography, grammar and composition, geography, United States history, South Dakota history, civics, physiology and hygiene, drawing and physical geography, and shall pass a satisfactory examination in the following subjects of pre college grade: Physics, algebra, geometry, general history, English and American literature, and in the following subjects of college grade: English language and rhetoric, pedagogy including principles, methods, management, psychology, and history of education, either economics or sociology, and any two of the following: Botany, zoology, physics, physiology, chemistry, Latin,

State laws and regulations concerning teachers' certificates—Continued.

SOUTH DAKOTA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
First-grade certificate.	State superintendent.	Any county in State.	For any school in subjects named.	3 years.....	Renewable on successful teaching experience and attendance at county institute.	None	State board of examiners.	State board of examiners.	(a) Issued to applicants who pass a satisfactory examination in orthography, reading, writing, arithmetic, geography, English grammar, physiology and hygiene, history of the United States, civil government, current events, American literature, South Dakota history, drawing and didactics. (b) Issued to holders of a diploma from any State normal school or any school of South Dakota having a normal department and approved by the State superintendent of public instruction, and a course of study in which at least 2 years' work beyond the first 2 years of an approved 4-year high school course is required, which course includes professional instruction and practice in teaching equal to 1 class-hour daily for 2 years. ^a
Second-grade certificate.	-----do-----	County in which examination is held or may be indorsed by county superintendent of other counties.	All grades below the high school.	2 years.....	Not renewable.	.....do.....	.....do.....	.....do ⁴	(a) Issued to applicants who pass a satisfactory examination in orthography, reading, writing, arithmetic, physiology and hygiene, geography, English grammar, history of the United States, civil government, South Dakota history, didactics and drawing. (b) Issued to holders of a diploma from any State normal school or any school having a normal department approved by the superintendent of public instruction and a course of

study in which at least 2 years' work beyond the approved 8th-grade course in the public schools of South Dakota is requested. Such course must include professional instruction and practice in teaching equal to 1 hour a week for 2 years.

NOTE: After the first of September, 1920, every applicant for second-grade certificate by examination or otherwise must have attended an approved normal school 6 weeks in the aggregate, except that satisfactory evidence of 2 years' successful experience may be accepted in lieu of such attendance. (c) Issued to holders of a diploma from an accredited 4-year high school maintaining a normal department approved by the superintendent of public instruction, and a course of study which includes professional instruction in principles of education, school management, and practice in teaching.

(a) Issued at the discretion of the State superintendent of public instruction to candidates who have failed in their examination to measure up to the requirements for a second-grade certificate. Not more than 2 can be issued to any one person. NOTE: After the first of September, 1920, every applicant for third-grade certificate must have attended an approved normal school or normal department 6 weeks in the aggregate, or have had 2 years' experience as a teacher.

Third-grade certificate.	.....do.....	County in which issued.	In grades below the high school in the district designated.	1 year.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....

² After the first day of September, 1920, every applicant for first-grade certificate by examination or otherwise must present evidence of having attended an approved normal school or other school approved by the superintendent of public instruction 12 weeks in the aggregate, except that satisfactory evidence of three years' experience in educational work may be accepted in lieu of such attendance.

⁴ The county superintendent marks applicant on professional requirements, skill in teaching, and moral character.

State laws and regulations concerning teachers' certificates—Continued.

SOUTH DAKOTA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Primary certificate.	State superintendent.	In county in which issued in cities and towns. May be made valid in any other county by endorsement of county superintendent.	Kindergarten, first and second grades in cities and towns.	5 years.	Renewable on successful teaching experience and professional spirit.	.....	State board of examiners.	State board of examiners.	Examination in reading, writing, orthography, arithmetic, physiology and hygiene, geography, English grammar, history of the United States and South Dakota, drawing, dictation, and questions in kindergarten and primary methods. Note: After September 1920, applicants must have attended 18 weeks in an approved normal school, or have 5 years' successful experience as prerequisite for a primary certificate.
Vocational certificate: Manual training, domestic science, agriculture, music, drawing, commercial subjects, penmanship, kindergarten, methods, art.	.....do.....	State.....	Any school in subjects named.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	(a) Applicant must show proficiency in all the subjects required for the State certificate except current events and American literature, and in addition must show proficiency in the particular vocational subject or subjects for which certificate is desired. (b) This certificate is granted to graduates of standard institutions specializing in the subject or subjects to teach, which a certificate is desired. The course of study must cover at least 2 years (36 weeks each) of work beyond the 1-year high school course, and include at least 15 semester hours in professional training.

TENNESSEE.

First-grade high school certificate.	State superintendent.	State.....	High schools...	5 years.....	May be renewed indefinitely during successful experience or made permanent.	8 months.....	State board of examiners.	State board of examiners.	Applicants must pass examination with an average of 80 per cent and no branch below 70 per cent. Applicant may select from six groups of high school subjects, as follows: I. The English group—Spelling, English grammar and composition, rhetoric, English and American literature. II. The mathematics group—Spelling, English grammar and composition, arithmetic, algebra, plane and solid geometry. III. History group—Spelling, English grammar and composition, English, American, and Tennessee history, civil government. IV. The Latin group—Spelling, English grammar and composition, first year, and Caesar, Cicero, and Virgil. V. The science group—Spelling, English grammar and composition, biology, chemistry, physiology, physics, physical geography, agriculture. VI. Home economics group—Spelling, English grammar and composition, cooking, sewing, household sanitation. Issued to graduates of the State university or other approved institutions who have completed a minimum of 6 half-year courses in professional subjects
Professional high school certificate.	.....do.....	.....do.....	.....do.....	.....do.....	Renewable indefinitely during teaching.	None.....	.....	.....	Issued on completion of the normal school course of the State normal schools (2 years above high school).
Professional certificate.	.....do.....	.....do.....	All schools except high schools of the first class.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....
Professional elementary certificate of the first grade.	.....do.....	.....do.....	Elementary schools.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued upon the completion of the academic course in the State normal school.

State laws and regulations concerning teachers' certificates—Continued.
TENNESSEE—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
First-grade elementary certificate.	State superintendent.	State.....	Elementary schools.	5 years.	Renewable requirements prescribed by State board of education.	8 months.....	State board of examiners.	State board of examiners.	Applicants must attain an average of 85 per cent with no branch below 70 per cent in all of the following subjects: Orthography, reading, writing, grammar, history of the United States, geography, arithmetic, physiology, reading circle books. Issued to applicants who failed to make the required average or have required average for first-grade certificate.
Second-grade high school certificate.	.....do.....	.....do.....	.....do.....	2 years.	Renewable on satisfactory work in 3 courses in summer schools approved by the State board of education.	None.....	.....do.....	.....do.....	Examination in same subjects as for first-grade certificate.
Second-grade elementary certificate.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued in case of emergency. Not more than two certificates shall be issued to the same person.
Temporary certificate.	.....do.....	In county in which issued.	.....do.....	Until next examination.	.....do.....	.....do.....	.....do.....	.....do.....	
TEXAS.									
Permanent State certificate: (1) Without examination.	State superintendent.	State.....	Any.....	Life, or during good behavior.	.....do.....	None, or 3 years in State.	No examination required.	No examination required.	(a) Holder of bachelor's degree from college or university of "first class," who has completed 4 full courses in education and pedagogy. Those who can not meet the last

condition may present in lieu thereof 3 years' successful experience in Texas. (b) Holder of University of Texas teacher's diploma showing completion of 4 full courses in department of education, and satisfying the requirements for degree of bachelor of arts. (c) Holder of a diploma from the Peabody College for Teachers at Nashville, Tenn. (d) Holder of a valid first-grade certificate issued to those completing the necessary requirements at the College of Industrial Arts (see first-grade certificate), and 3 years' successful experience in Texas.

(a) Examination in the subjects required for a first-grade certificate, and, in addition, history of education, English and American literature, chemistry, solid geometry, physics, plane trigonometry, and elementary double-entry bookkeeping. Minimum average, 85 per cent; minimum grade, 50 per cent. (b) Holder of a State permanent primary certificate who during the first 6 years of its validity shall pass the required examination in the following additional subjects: Algebra, physics, elementary geometry, general history, chemistry, solid geometry, plane trigonometry, and elementary double-entry bookkeeping. (c) Holder of a valid first-grade certificate and examination in the required additional subjects under (b) above. A diploma from a Texas State normal college shall rank as a permanent State certificate.

State board of examiners.

State department of education.

None.

do.

do.

do.

do.

(2) Upon examination.

No examination required.

No examination required.

do.

do.

do.

do.

do.

Texas State Normal College diploma.

State laws and regulations concerning teachers' certificates—Continued.

TEXAS—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
State permanent primary certificate.	State superintendent.	State.....	All grades below the high schools.	Life or during good behavior.	May build to permanent State certificate during first 6 years.	None, or 3 years in State.	State department of education.	State board of examiners.	(a) Examination in subjects required for a second-grade certificate, and, in addition, civil government, English composition, physical geography, history of education, elementary psychology applied to teaching, and English and American literature. (b) Holder of a valid first-grade certificate, and examination in the following additional subjects: History of education, elementary psychology applied to teaching and English and American literature. Minimum average, 85 per cent; minimum grade, 50 per cent. (c) Holder of a valid second-grade certificate and examination in the required additional subjects making the required grade.
State kindergarten certificate: (1) Permanent.	.....do.....	.....do.....	Kindergarten.	.....do.....	.....do.....	3 years' successful experience in kindergarten of State.	No examination required.	No examination required.	Holder of a valid temporary State-kindergarten certificate after 3 years' experience.
(2) Temporary.	.....do.....	.....do.....	.....do.....	2 years.	.....do.....	None.	.....do.....	.....do.....	(a) Graduation from regular course of a State educational institution in Texas maintaining a department for training kindergarten teachers and completion of the kindergarten course, consisting of not less than 2 years'

training with daily practice in the kindergarten. (b) Graduation from kindergarten training schools and departments approved by the State superintendent of public instruction.

Completion of 2 years' work in a Texas State normal college.
Completion of 1 year's work in a Texas State normal college.

(a) Examination in all subjects required for a second-grade certificate, and, in addition, in English, composition, civil government, algebra, physical geography, elements of geometry, and general history. Minimum average of 85 per cent and no grade of less than 50 per cent render certificate valid for 6 years; minimum average of 75 per cent and no grade of less than 50 per cent render certificate valid for 4 years.
(b) Holder of a valid second-grade certificate and examination in the prescribed additional subjects.

Completion of regular course for graduation in the college of industrial arts, and, in addition, two full courses in education.

Completion of four full courses in the college of arts, and one full course in the department of education in the University of Texas or in any university or college ranked as "first class" by the State superintendent upon recommendation of State board of examiners.

Texas State Normal College certificate:

(1) First grade
(2) Second grade.

First-grade State certificate:
(1) Upon examination.

(2) Without examination.

First-grade State certificate without examination.

State board of education. .....do.....	Any.....	6 and 7 years.....	.....do.....	.....do.....	.....do.....	State board of examiners.
.....do.....	Any grade below the high school.	4 years.....	.....do.....	.....do.....	.....do.....	State department of education.
State superintendent. .....do.....	Any.....	4 or 6 years.....	.....do.....	.....do.....	.....do.....	No examination required.
.....do.....	.....do.....	6 years.....	.....do.....	.....do.....	.....do.....	No examination required.
.....do.....	.....do.....	2 years.....	.....do.....	.....do.....	.....do.....	No examination required.

State laws and regulations concerning teachers' certificates—Continued.

TEXAS—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Second-grade State certificate.	State superintendent.	State.....	Grades below the high school.	6 years or 4 years (see last column).	May build to first grade or permanent primary certificate.	None	State department of education.	State board of examiners.	Examination in spelling, reading, writing, arithmetic, English grammar, geography, Texas history, elementary physiology and hygiene, with special reference to narcotics, school management, and methods of teaching, United States history, and elementary agriculture. Minimum average of 85 per cent, and no grade less than 50 per cent reader certificate valid for 6 years; minimum average of 75 per cent, and no grade less than 50 per cent reader certificate valid for 4 years. Do.
Second-grade county certificate.	County board of examiners.	County.....	.....do.....	.....do.....	Only 1 to same individual.	.....do.....	.....do.....	.....do.....	Do.
City certificate: Permanent (high school, first-grade primary).	City board of examiners.	City.....	As board of trustees desires.	During good behavior.	Varies.....	3 years in Texas.	City board of examiners.	City board of examiners.	Requirements can not be lower than those prescribed by law for permanent State or county certificates of corresponding grade. Same, except omit "permanent."
Temporary (high school, first grade, second grade).	.....do.....	.....do.....	.....do.....	Not more than 4 years.	As determined by board of trustees, based upon reading, attendance upon city institutes, or other means of professional growth.	None.....	.....do.....	.....do.....	

NOTE.—Texas State normal colleges give courses of 1 year, 2 years, and 4 years' duration above 4-year high school.

Diploma in school administration.	State board of education.	State.....	All schools.....	Life.....	5 years in administration or supervision, 2 in Utah.	.....	.....	Issued to graduates of standard college courses or the equivalent. College course must show 36 semester hours in education, including courses in educational administration, supervision of instruction, science of education, secondary education, training, school hygiene and sanitation, and psychology. (Holders of Utah high school diplomas who have had 5 years of successful experience in Utah as superintendents of schools may be permitted to substitute other work for the prescribed subjects mentioned.)
Certificate in school administration.	do.....do..	do.....do..	do.....do..	5 years.....				Issued to applicants who have graduated from standard college courses and who have done the professional work required for the diploma in school administration.
Do.....	do.....do..	do.....do..	do.....do..	2 years.....				Issued to applicants who have been eminently successful as superintendents of schools in Utah, but who can not qualify for a diploma.
Diploma in supervision of health work, primary grades, grammar grades and special subjects.	do.....do..	do.....do..	do.....do..	Life.....	5 years in supervision, 2 in Utah.			Issued to graduates of standard college courses or the equivalent. College course must include work in education required for a teacher's diploma and courses in supervision of instruction and in the pedagogy of the special grades or subjects which the diploma covers. (For a diploma in health supervision the applicant must have completed satisfactory courses in anatomy, physiology, personal hygiene, dietetics, gymnastics, public health, sanitation, heating and ventilating, bacteriology, physiological chemistry, kinesiology, physical diagnosis, and therapeutics.)

State laws and regulations concerning teachers' certificates—Continued.
UTAH—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Certificate in supervision.	State board of education.	State	All schools	5 years.					Issued to applicants who have graduated from standard college courses and who have done the professional work required for the diploma in supervision.
Do.	do.	do.	do.	2 years.					Issued to applicants who have completed 2 years of college work or its equivalent.
Special certificate in school nursing.	do.	do.	do.	1 year.					Issued to applicants who have completed a 2-year course in school nursing or its equivalent.
Diploma of high school grade.	do.	do.	do.	Life.		5 years; 2 in Utah.			Issued to graduates of standard college courses or the equivalent. College course must show 1 year of professional work, including 3 hours in psychology and at least 18 additional hours in educational subjects. (Issued to applicants who hold a diploma of grammar grade and have in addition completed 60 hours of approved college work.)
Professional high school certificate.	do.	do.	do.	5 years.					Issued to applicants who have graduated from standard college courses and who have done the professional work required for the diploma of high school grade.
Temporary high school certificate.	do.	do.	do.	1 year.	5 additional semester hours in education for each renewal.	1 year.			Issued to applicants who have graduated from standard college courses and who have completed at least 12 semester hours in education for the first certificate.
Junior high school certificate.	do.	do.	Elementary and junior high school.	do.					Issued to applicants who have completed 3 years of standard college or normal school work or its equivalent above the high school, including the educational subjects required for a high school diploma.

Diploma of grammar grade.	.....do.....	.....do.....	Elementary.....	Life.....	5 years; 2 in Utah.	.....	.....	Issued to applicants who have completed 2 years of approved normal school or college work in addition to 4 years of high school, including at least 18 hours in educational subjects. (If applicants have taught 5 years in Utah the total requirement is 48 semester hours of college or normal work with 18 in education.)
First-class certificate.	.....do.....	.....do.....	.....do.....	5 years.....	Not renewable but may be extended upon 5 semester hours of college work.	2 years.....	.....	Issued to applicants who have completed in addition to 4 years of high school 36 semester hours of normal or college work, including psychology, principles of education and 1 educational subject, a total of 9 semester hours in education. (The requirement after 5 years of experience in Utah is 24 semester hours with 9 in education.)
Second-class certificate.	.....do.....	.....do.....	.....do.....	2 years.....	Not renewable; holder is expected to complete work required for first-class certificate by expiration of second-class certificate.	.....	State board of education.	Issued to graduates of standard 2-year normal courses.
							State board of education.	Issued to applicants who have completed a high school course and 1 year of normal or college work, including English composition, principles of education, psychology, training, reviews of common branches, and health education. (If the applicant has completed a year of college work not including the required subjects, and has not taken the State examinations, he will be required to pass examination in such subjects as the State department of education may prescribe after considering the applicant's credentials.)
								(b) Issued to applicants who have completed 18 semester hours of college or normal work in addition to a high school course and have taught in Utah on regular certificates at least 3 years.

State laws and regulations concerning teachers' certificates—Continued.

UTAH—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Third-class certificate.	State board of education.	State	All schools.	1 year.	Renewable upon 5 semester hours of approved college work until requirements for second-class certificate are met.	1 year.	State board of education.	State board of education.	Issued to graduates of a high school course who completed 5 semester hours of approved college work and pass the State examinations.
High school diploma in a special subject.	do.	do.	All schools in subject named.	Life.	do.	5 years in special subject; 2 in Utah.	do.	do.	Issued to graduates of standard college courses or the equivalent. College course must show courses in principles of education, educational psychology, and the pedagogy of the subject in which the diploma is granted.
Grammar grade diploma in a special subject.	do.	do.	Elementary	do.	do.	do.	do.	do.	Issued to applicants who have completed 2 years of college work or its equivalent, including the educational subjects prescribed for a high school diploma in a special subject.
Special certificate in art, music, military tactics, foreign language, domestic arts, carpentry, commercial subjects, and physical education.	do.	do.	In subject named on certificate.	1 year.	Special certificates in art, music, or military tactics, renewable upon recommendation of superintendent. ¹	do.	do.	do.	Issued to applicants who present evidence satisfactory to the State board of education that they have a high degree of special fitness to teach the subjects named on the certificate.

¹ Certificates in other subjects named renewable upon 5 semester hours of approved college work.

VERMONT.

Life certificates....	State board of education.	In district in which issued.	All schools....	Life.....		(a) 170 weeks. (b) not stated. (c) not stated.			(a) Issued to applicants whose qualification certificates have expired and who have taught not less than 170 weeks in the public schools of the State and attended professional school at least 8 weeks and completed a course in professional reading, prescribed by the commissioner of education. (b) To applicants who received certificates prior to July 1, 1916, and whose education, training, and experience are equivalent to the foregoing. (c) Issued to graduates of approved colleges or universities who have completed an approved pedagogical course in some collegiate institution and who have successful experience. (Amount not stated.)
Qualification certificates.	do.....do.....	do.....do.....	do.....do.....	5 years from date of issue.	May be renewed twice on recommendation of the superintendent in whose district said person last taught.	(a) 30 weeks. (b) 90 weeks. (c) 30 weeks. (d) 30 weeks.			(a) Issued to applicants who have shown skill in teaching and in the control of pupils and who have taught at least 30 weeks on a probationary certificate and who have received at least 4 weeks of summer school or special instruction in teaching. (b) Issued to applicants certificated to teach prior to July 1, 1916, who have shown skill in teaching and in the control of pupils and who have taught at least 90 weeks in the public schools of the State and who have received at least 4 weeks of summer school or special instruction in teaching. (c) Issued to graduates of an approved 2-year normal school course following graduation from a 4-year high school course who have taught at least 30 weeks and have shown skill in teaching and in the control of pupils.

State laws and regulations concerning teachers' certificates—Continued.

VERMONT—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Qualification certificate.	State board of education.	In district in which issued.	All schools.	5 years from date of issue.	May be renewed twice on recommendation of the superintendent in whose district said person last taught.	(a) 30 weeks (b) 90 weeks (c) 30 weeks (d) 30 weeks	.....	.....	(d) Issued to graduates of colleges or universities of approved standing who have taught at least 30 weeks and who have shown skill in teaching and in the control of pupils. (e) Issued to nonresidents of the State who satisfy the commissioner of education that they have had education, special training, and teaching experience equivalent to the foregoing requirements.
Probationary certificates.	do	State.	do	For school year in which issued.	do	(a) None. (b) None. (c) 30 weeks.	.....	.....	(e) Issued to graduates of teacher training courses, normal schools, colleges, or universities of approved standing. (b) Issued to persons who have had equivalent education and training. (c) Issued to persons who taught in the State at least 30 weeks prior to July 1, 1916, and who have shown skill in teaching and in the control of pupils.
Permits.	do	In district in which issued.	do	Not more than 12 weeks.	.....	.....	.....	.....	Granted to persons whose education, experience, and training are approved by the commissioner of education and on application of a superintendent in whose district a vacancy exists or is about to occur. Issued only when regularly certified teachers can not be secured

NOTE.—State aid is granted as follows: 1. (a) \$1 per week for each teacher who holds a life certificate issued on or after July 1, 1916; (b) \$3 per week for each teacher who holds a qualification certificate or who is a graduate of a 2-year normal school course following at least 3 years in an approved high school; (c) \$2 per week for each teacher who holds a probationary certificate. 2. Special certificates for special subjects are issued under the same conditions as other certificates.

VIRGINIA.

Collegiate professional certificate.	State board of education.	State.....	All schools when endorsed by division superintendent.	10 years.....	Renewable for similar period if the holder has read at least 5 books of the State reading course and has attended an approved summer school at least 30 days, with professional courses included, or in lieu of summer school attendance passed an examination on reading courses.	.....	.....	.....	(a) Issued to graduates of standard universities, normal schools, or colleges based on graduation from 4-year high-school course whose curriculum required at least 15 per cent of professional work, including practice teaching. (b) Issued to holders of collegiate certificates who complete education requiring professional training.
Normal professional certificate.	.....do.....	.....do.....	Elementary and first 2 years' high school if based on academic course of normal school.	.....do.....	.....do.....	.....	.....	.....	(a) Issued to graduates of a registered State normal school which requires at least 2 years of professional work based on completion of a standard 4-year high-school course, and limited to elementary grades. (b) Same as above, except that applicant must take the special training course for high-school teachers offered at State normal school, and certificate is good for elementary schools and 2 years' high school. Issued to applicants who have completed 1-year professional work at standard normal school, college, or university, based on graduation from 4-year high school or the equivalent in summer courses approved by the State board of education.
Elementary professional certificate.	.....do.....	.....do.....	Elementary.	6 years.....	Renewable for 6 years on conditions given above.	.....	.....	.....

State laws and regulations concerning teachers' certificates—Continued.

VIRGINIA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Collegiate certificate.	State board of education.	State.....	All.....	5 years.....	Renewable for 10 years on conditions given above.	.....	.....	.....	(a) Graduation from standard institutions of college grade. Credits toward this certificate may be secured through completing required courses at approved summer schools. (b) Credit toward this certificate may be secured also by examination in required subjects after applicant has at least 2 years' training in advance of a 4-year high-school course.
First-grade certificate.	.....do.....	.....do.....	Elementary.....	.....do.....	Renewable for 5 years on conditions given above.	7 months.....	State department of public instruction.	State department of public instruction.	(a) Issued to graduates of 4 year high schools who attend a summer normal school for at least 2 terms of 6 weeks each. (b) Issued to graduates of certain 4-year normal training high schools whose courses are approved by the State board of education. (c) Issued to applicants at least 19 years of age who have adequate training equivalent to at least 2 years of high-school work and who receive a grade of at least 85 per cent on examination. Subjects and credits allowed as follows: Form giving information about applicants, and including an examination on theory and practice, 15 points; mathematics, 15 points; English grammar and composition and classics, 15 points; history, American, Virginia, and English, 15 points (5 points each); geography and

civics, 10 points (i. e., 5 points each); science, physical geography, general science and agriculture, 10 points; physiology and hygiene, 5 points; spelling, 5 points; primary metals, 5 points; drawing, 5 points.

(a) Graduation from standard 4-year high school and at least 6 weeks' professional work at approved summer normal school. (b) Issued to applicants who are at least 18 years of age and receive a grade of at least 75 per cent. The examination and credits are as follows: Form by applicant, including an examination on theory and practice, 15 points; arithmetic, 10; English grammar and composition, 10; history of U. S. and Virginia, 10 (5 points each); geography and civics, 10 (i. e., 5 points each); physiology and hygiene, 5; primary reading and methods in spelling, 10 (i. e., 5 points each); drawing, 5.

Issued to applicants who show adequate preparation in the branches specified on certificates through credentials satisfactory to the State board of education, or who satisfy other fixed requirements of the State board.

Issued only when the supply of certificated teachers is exhausted.

Second-grade certificate.	do.	do.	do.	2 years.	Renewable for 2 years on conditions given above and limited to one renewal.	do.	do.	do.
Special certificates for high school subjects and agriculture, drawing, music, domestic arts, manual training.	do.	do.	do.	Subject named	Renewable for 6 years on conditions given above.	do.	do.	do.
Local permit	do.	Local, county, or division in which issued.	Elementary	1 year		do.	do.	do.

WASHINGTON.

Life diploma	Regents of authorized State institution.	State	All schools	Life	2 years			Same as for normal diploma.
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State laws and regulations concerning teachers' certificates—Continued.

WASHINGTON—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Life certificate.....	State superintendent.	State.....	All schools.....	Life.....	.....	45 months not less than 27 months of which shall be in this State.	State department of education.	State department of education.	Applicant must have the credits required for a first-grade elementary certificate and in addition pass an examination in the following: Algebra, plane geometry, biology, geology, English literature, physics, psychology, composition and general history and have completed 12 semester hours of professional study in an accredited institution of higher learning or pass an examination in such professional subjects as the State board may direct. (NOTE.—The State board of education may accept other subjects in lieu of any of the above mentioned upon request of the applicant. Grades of 85 per cent and above earned in an accredited institution may be accepted in lieu of examination in any subject.)
Normal diploma...	Board of regents of University of Washington.	...do.....	...do.....	5 years.....	May be converted into life certificate after 24 months' experience.....do.....	.....	.....	.....	Graduation from the University of Washington, from course including 12 semester hours in the department of education.
Normal diploma...	Regents of State College of Washington.	...do.....	...do.....	...do.....	.....	.....	.....	.....	Graduation from the Washington State College, the course of which includes 12 semester hours in the department of education.

Normal school elementary diploma.	Board of trustees of State normal schools.	...do....	Elementary schools. ¹	.....do.....	Renewable for like period or for life after 24 months of successful teaching experience.	.....do.....	Applicant must have completed the 2-year elementary course in the State normal school.
Special normal school diploma.	.....do.....	.....do.....	(²), (³), (⁴)	.....do.....	.....do.....	.....do.....	Applicant must have completed a 3-year advanced course in a State normal school.
Advanced special normal diploma (after 1920).	.....do.....	.....do.....	All schools.	.....do.....	Renewable for like period or normal life diploma if applicant has 24 months of successful experience.	.....do.....	Applicant must have completed a 4-year advanced course in the State normal school.
First-grade elementary certificate.	State superintendent.	.....do.....	Elementary schools.	.....do.....	May be renewed twice for attendance at professional schools.	9 months..... State department of education.	Applicant must have had at least 1 year professional training in an accredited institution of higher learning and shall have credits in the same subjects as for a second-grade elementary certificate and must also pass an examination in nature study, drawing, juvenile and general literature, agriculture, civics, physical geography, and music, providing that grades of 85 per cent and above earned in an accredited institution of higher learning, in which teachers for the elementary schools are trained, may be accepted by the State board of education in lieu of examination in such subjects. Prerequisite as for second-grade certificate.
Normal school elementary certificate.	Board of trustees of State normal schools.	.....do.....	.....do.....	2 years.....	.....do.....	.....do.....	Applicant must have completed 1 year elementary course in a State normal school.

¹ Grades in which holder is best qualified to teach given on reverse side of diploma.

² As special teachers of manual training and home economics for small school systems in which there is less than a four-year high school course where a single special teacher in either of these special lines is employed for both elementary and high school work.

³ As principals of nine-year school systems where the principal must teach and supervise both elementary and secondary work.

⁴ As departmental teachers in school systems where teachers instruct in one or more subjects of the seventh, eighth, and ninth grades.

State laws and regulations concerning teachers' certificates—Continued.

WASHINGTON—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Second-grade elementary school certificate.	State superintendent.	State.	Elementary schools.	2 years.	May be renewed twice for attendance at professional schools.	.....	State department of education.	State department of education.	Examination in reading, grammar, penmanship, and punctuation, history of the United States, geography, arithmetic, physiology and hygiene, orthography, and in writing State manual, and in addition 9 weeks professional training in an accredited institution in which elementary teachers are trained. As prerequisite for entrance to this examination graduation from a 4-year high school or its equivalent is required.
Special certificate: Music, art, manual training, penmanship, domestic science, or other subjects authorized by the State board of education.	County or city superintendent.	City or county where issued.	Special subject named on certificate only.	As long as holder continues to teach in city or county where issued.	(See column 5)	.....	.....	.....	Applicant must show by examination or otherwise satisfactory evidence of fitness to teach special subject. (NOTE.—Certificates to teach in cities are granted by city boards of education. These boards adopt any rules and regulations for their own government and for the examination of teachers which they see fit, provided they are not inconsistent with the laws of the State or the rules of the State board of education.)

- (a) Applicant who holds accredited paper including 12 semester hours professional work.
- (b) Nonresidents of the State with valid certificate in another State.
- (c) Applicant who has held certificate in the State.
- (d) Applicant with credit for one semester's work in higher institution if recommended by the president.

Issued to holders of first-grade certificates or the equivalent of the same who have shown superior ability or marked progress.

(a) Issued to applicants who pass a satisfactory examination in the following subjects designated by State board of education: School administration, school law and the State course of study, hygiene and sanitation, psychology and method, sociology and five other subjects chosen by the applicants from the optional list submitted for the high school certificate. Average not less than 85 per cent. No grade below 65 per cent; or (b) to graduates of the West Virginia University, the State normal school and other institutions who have completed courses of instruction that are equivalent to those recognized in the West Virginia University and State Normal School. Applicants must have completed not less than 20 semester hours in education at least 5 of which are in school supervision.

WEST VIRGINIA.

Temporary certificate.	.....do.....	Territory under jurisdiction of superintendent who issued certificate.	Grades specified.	Until next examination.	Nonrenewable and issued once only to same applicant.	(a) None. (b) 9 months. (c) 9 months. (d) None.	.....	.....	.....
State life certificates.	State superintendent.	State.....	All schools.....do.....	Life.....	Renewable for 5-year periods if holder is actively engaged in school work.	10 years.....	State superintendent.	State superintendent.	
Supervisor's certificate.	.....do.....	.....do.....	.....do.....	5 years.....		2 years on first-grade certificate or equivalent once.			

State laws and regulations concerning teachers' certificates—Continued.

WEST VIRGINIA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
High school certificate.	State superintendent.	State	All schools . . .	5 years	Renewable for 5-year periods if holder is actively engaged in school work.	.....	State superintendent.	State superintendent.	(a) Issued to those who pass satisfactory examinations upon ten subjects, four of which are designated by the State board of education, the remaining six being chosen by the applicants from an optional list submitted by the board. For this certificate the four required subjects are: (1) Educational psychology and method, (2) history of education and school management, (3) rhetoric and composition, (4) literature—English and American. The remaining six subjects may be selected from the following: History—(1) American history and civics, (2) English history, (3) ancient and mediæval history. Language—(1) Latin, through Virgil; (2) Greek, through Xenophon; (3) German, 2 years; (4) French, 2 years. Mathematics—(1) Algebra, (2) plane geometry, (3) solid geometry, (4) trigonometry. Science—(1) physics, (2) chemistry, (3) physical geography and elementary geology, (4) botany, (5) agriculture, (6) zoology, (7) physiology; or (b) to graduates from the West Virginia University or other colleges and universities with an equivalent course, provided that applicant's course has included 20 semester hours in education in approved subjects.

Normal school certificates.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued to graduates in the diploma course of the State normal school, of the West Virginia Collegiate Institute, or an equivalent course in any other institution approved by the State board.
Elementary certificates and high schools.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued to all applicants who attain a general average of 90 per cent with no subject below 75 per cent in the following subjects: Spelling, reading, writing, arithmetic, English grammar and language, physiology and hygiene, United States and West Virginia history, geography, civil government, the theory and art of teaching and agriculture ¹
Normal school certificates, if renewed as such are subject to the same regulations as elementary certificates. (See renewal of elementary certificates.) Any normal school certificate may be changed into a supervisor's certificate.	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued to all applicants who attain a general average of 90 per cent with no subject below 75 per cent in the following subjects: Spelling, reading, writing, arithmetic, English grammar and language, physiology and hygiene, United States and West Virginia history, geography, civil government, the theory and art of teaching and agriculture ¹
Elementary certificates: First grade.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued to all applicants who attain a general average of 90 per cent with no subject below 75 per cent in the following subjects: Spelling, reading, writing, arithmetic, English grammar and language, physiology and hygiene, United States and West Virginia history, geography, civil government, the theory and art of teaching and agriculture ¹
Elementary certificates: All.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued to all applicants who attain a general average of 90 per cent with no subject below 75 per cent in the following subjects: Spelling, reading, writing, arithmetic, English grammar and language, physiology and hygiene, United States and West Virginia history, geography, civil government, the theory and art of teaching and agriculture ¹
Elementary certificates: Second grade.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued to all applicants who attain a general average of 90 per cent with no subject below 75 per cent in the following subjects: Spelling, reading, writing, arithmetic, English grammar and language, physiology and hygiene, United States and West Virginia history, geography, civil government, the theory and art of teaching and agriculture ¹
Elementary certificates: Third grade.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued to all applicants who attain a general average of 90 per cent with no subject below 75 per cent in the following subjects: Spelling, reading, writing, arithmetic, English grammar and language, physiology and hygiene, United States and West Virginia history, geography, civil government, the theory and art of teaching and agriculture ¹
Elementary certificates: Fourth grade.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued to all applicants who attain a general average of 90 per cent with no subject below 75 per cent in the following subjects: Spelling, reading, writing, arithmetic, English grammar and language, physiology and hygiene, United States and West Virginia history, geography, civil government, the theory and art of teaching and agriculture ¹
Elementary certificates: Fifth grade.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued to all applicants who attain a general average of 90 per cent with no subject below 75 per cent in the following subjects: Spelling, reading, writing, arithmetic, English grammar and language, physiology and hygiene, United States and West Virginia history, geography, civil government, the theory and art of teaching and agriculture ¹
Elementary certificates: Sixth grade.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued to all applicants who attain a general average of 90 per cent with no subject below 75 per cent in the following subjects: Spelling, reading, writing, arithmetic, English grammar and language, physiology and hygiene, United States and West Virginia history, geography, civil government, the theory and art of teaching and agriculture ¹
Elementary certificates: Seventh grade.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued to all applicants who attain a general average of 90 per cent with no subject below 75 per cent in the following subjects: Spelling, reading, writing, arithmetic, English grammar and language, physiology and hygiene, United States and West Virginia history, geography, civil government, the theory and art of teaching and agriculture ¹
Elementary certificates: Eighth grade.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued to all applicants who attain a general average of 90 per cent with no subject below 75 per cent in the following subjects: Spelling, reading, writing, arithmetic, English grammar and language, physiology and hygiene, United States and West Virginia history, geography, civil government, the theory and art of teaching and agriculture ¹
Elementary certificates: Ninth grade.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued to all applicants who attain a general average of 90 per cent with no subject below 75 per cent in the following subjects: Spelling, reading, writing, arithmetic, English grammar and language, physiology and hygiene, United States and West Virginia history, geography, civil government, the theory and art of teaching and agriculture ¹
Elementary certificates: Tenth grade.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued to all applicants who attain a general average of 90 per cent with no subject below 75 per cent in the following subjects: Spelling, reading, writing, arithmetic, English grammar and language, physiology and hygiene, United States and West Virginia history, geography, civil government, the theory and art of teaching and agriculture ¹
Elementary certificates: Eleventh grade.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued to all applicants who attain a general average of 90 per cent with no subject below 75 per cent in the following subjects: Spelling, reading, writing, arithmetic, English grammar and language, physiology and hygiene, United States and West Virginia history, geography, civil government, the theory and art of teaching and agriculture ¹
Elementary certificates: Twelfth grade.....	.....do.....	.....do.....	.....do.....	.....do.....	.....do.....	Issued to all applicants who attain a general average of 90 per cent with no subject below 75 per cent in the following subjects: Spelling, reading, writing, arithmetic, English grammar and language, physiology and hygiene, United States and West Virginia history, geography, civil government, the theory and art of teaching and agriculture ¹

¹ All certificates issued after July 1, 1922, of 5 years' duration or more may be renewed for successful experience and reading circle work or upon recommendation of the county superintendent.

² From July 1, 1922, to June 30, 1924, applicants for first-grade certificates must have at least 1 year of high-school work and 9 weeks of professional study as a prerequisite. From July 1, 1924, to June 30, 1926, applicants for first-grade certificates must have at least 2 years of high-school work and 18 weeks of professional study as a prerequisite. From July 1, 1926, to June 30, 1928, applicants for first-grade certificates must have at least 3 years of high-school work and 27 weeks of professional study as a prerequisite.

State laws and regulations concerning teachers' certificates—Continued.

WEST VIRGINIA—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Elementary certificates— <i>Con.</i> Second grade.	State superintendent.	State.	Elementary schools as teachers but not principals.	3 years.	Not renewable.		State superintendent.	State superintendent.	Issued to applicants who attain a general average of 80 per cent with no branch below 65 per cent in same subjects as enumerated for first-grade certificate.
Third grade.	do.	do.	do.	1 year.	do.		do.	do.	Issued to all applicants who attain a general average of 70 per cent with no subject below 60 per cent in same subjects enumerated for first-grade certificate, provided that a third-grade certificate shall not be issued more than twice to the same person.
Short-course certificate.	do.	do.	Elementary schools as teachers but not principals, and junior high school.	3 years.	Renewable for a 3-year period for successful experience credit in an approved high or normal school.				Issued to those who have completed the short course in the State normal school and its branches, short course in the West Virginia Collegiate Institute, the normal training course in high schools approved by the State board, or an equivalent course in other schools approved by the State board.
Special certificates: Primary, kindergarten, music, drawing, physical training, home economics, manual training, agriculture. (Special certificates in other subjects may be added as the needs of the schools may require.)	do.	do.	Subjects specified.	do.	do.	For primary certificate 2 years' experience on first or second grade certificate.			Issued on examination or completion of courses approved by the State board of education. The prescribed subjects for the primary certificates are elementary literature, child study, and school management, school hygiene and sanitation, primary reading, number work, nature study, and writing. The optional subjects are history for children, story telling, drawing, and music. Other special certificates are issued to

persons who pass a satisfactory examination upon the following: (1) The major subjects as indicated in the name of the certificate applied for, (2) educational psychology and method, (3) English and grammar (same as for elementary certificate). In each case where the same subject appears on different certificates the same list of questions will be used. Questions under such regulations as shall be prescribed by the board of education, to persons who were unable to take the regular examination for reasons satisfactory to the State superintendent. Such certificate shall not be issued more than once to the same person.

Emergency certificates.

In county designated.

do.....

Until June 30 following the issue of certificate.

State superintendent on recommendation of the State board of examiners.

All.

Life.

2 years.

(a) Applicant must have graduated from an incorporated college, university, or normal school other than University of Wisconsin, a Wisconsin State normal school, or Stout Institute and must have completed a course equivalent to the corresponding course in the University of Wisconsin, Wisconsin Normal School, or Stout Institute, and must have included as much psychology and pedagogy as is required in Wisconsin institutions for a life certificate.

WISCONSIN.

Unlimited State
certificate:
(g).....

State superintendent on recommendation of the State board of examiners.

(a) Applicant must have graduated from incorporated college, university, or normal school other than University of Wisconsin, a Wisconsin State normal school, or Stout Institute and must have completed a course equivalent to the corresponding course in the University of Wisconsin, Wisconsin Normal School, or Stout Institute, and must have included as much psychology and pedagogy as required in Wisconsin institutions for a life certificate.

State laws and regulations concerning teachers' certificates—Continued.

WISCONSIN—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Unlimited State certificate—Con. (b).....	State superintendent.	State.....	All or to teach the subjects included in the license previously issued.	.....	.....	2 years.....	.....	.....	(b) Issued to holders of diplomas from the University of Wisconsin, Wisconsin State Normal School, or Stout Institute. (Note.—Applicants must present certified statements from the presidents of above institutions showing date of graduation and courses pursued. Diplomas issued by regents of State normal schools must show that graduates have passed satisfactory examination in prescribed courses.)
(c).....	Same as (a).....	do.....	Any public school or as principal of a free high school.	.....	.....	1 year.....	.....	.....	(c) Applicant must possess requisite scholarship in all the branches of study required for the limited State certificate and such others as the State board of examiners shall prescribe. Applicant will be examined in the subjects prescribed for the limited State certificate, and in addition in school law and the supervision and management of district schools. Must also furnish thesis embodying an account of an original inspection and investigation of at least two county schools and two testimonials of character.
County superintendent's certificate.	State superintendent.	do.....	All.....	Life.....	.....	8 months in Wisconsin.	Board of examiners.	Board of examiners.	

Limited State certificate: (a).....	Same as for (a) above.	Any public school but not as principal of a free high school having a 4-year course.	5 years.....	Not renewable	.....	.....	.....	(a) Applicant must possess requisite scholarship in subjects required for a first-grade county certificate of the same grade and also in psychology and English literature, and such other subjects as the State board of examiners may prescribe. These certificates may be of the same grade as county certificates. (b) Qualifications same as for unlimited State certificate (a as above) except that no experience is required. (c) Graduation from elementary course in a normal school. Applicant must present certified statements from board of regents of said institution. (a) Examination in all branches required for a second-grade certificate and in addition in English literature, modern history, theory and art of teaching, and elementary algebra, provided that the requirement as to experience shall not apply to persons who have completed the prescribed course for teachers of country schools in normal school, county training school, or a legally authorized teacher's training course of a high school. Superintendent may transfer standing of a second-grade certificate to a first-grade certificate under certain conditions. ³
(b).....	do.....	do.....	1 year.....	Renewable for 1 year.	None required	.....	.....	.....
(c) ¹	State superintendent.	do.....	do.....	do.....	do.....	.....	County superintendent.	.....
First-grade county certificate.	County superintendent.	Superintendent's district where issued. ²	5 years.....	Renewable for 5 years after satisfactory experience and completion of required reading circle work or renewed on re-examination.	8 months.....	County superintendent.	.....	.....

¹ Course no longer offered. Provisions in law only apply to those previously issued.

² No license or certificate to teach in any public school in Wisconsin is issued unless applicant has completed at least 2 years of standard high school work or its equivalent and in addition at least 1 year of instruction and training preparatory to the work of teaching. After September, 1923, no county licenses or certificates to teach in any public school in the State will be issued unless applicant has completed a full 4-year high school course or its equivalent and in addition at least 1 year of instruction and training preparatory to the work of teaching, provided that these restrictions shall not apply to any person who has had at least 2 years' experience in teaching in a public school, or who holds an unexpired license or teacher's certificate.

³ The county superintendent may transfer to a first-grade certificate the standings of the second-grade certificate in force or within 1 year of its expiration if holder has taught successfully at least 8 months or has attended a professional school for teachers for at least 6 weeks and received credits in at least 2 subjects required for first-grade certificate. In addition, applicant must have completed all work required by State reading circle board. In the same way, grades may be transferred from the third to the second grade certificates, if applicant has attended a professional school and received credit and completed reading circle work as prescribed for first-grade certificates.

State laws and regulations concerning teachers' certificates—Continued.

WISCONSIN—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
First-grade county certificate.	County superintendent.	Superintendent's district where issued. ²	All.....	5 years.....	Renewable for 5 years after satisfactory experience and completion of required reading circle work or renewed on re-examination. May be renewed after 2 years' successful experience if applicant attends professional school for teachers at least 6 weeks and receives credit in at least 2 required subjects or passes examination in 2 subjects required for first-grade certificate and completes courses required by State reading circle board.	8 months.....	County superintendent.	County superintendent.	(b) Holders of certificates of graduation from the course for teachers of country schools in State normal schools, county training schools, or authorized teacher training courses in high schools if standings are approved for first-grade certificate by county superintendent who issues certificate. ⁴
Second-grade county certificate.	.....do.....	County in which issued.	.....do.....	3 years.....		.....do.....	.....do.....	.....do.....	(a) Examination in all the branches required for a third-grade certificate and in addition in general science and American literature, domestic science, and manual training, provided the requirement as to experiences shall not apply to persons who have completed the prescribed course for teachers of country schools in a normal school, county training school, or a legally authorized teacher-training course in a high school. Standings may be transferred from third-grade to second-grade certificates under certain conditions. ⁴ (b) same as (b) under county first-grade certificates.

Special license for manual training, domestic science, or other subjects legally authorized.	State superintendent.	State.....	Any school in special subject for which issued.	1 year.....	Renewable for 1 year.	None required.	.....	.....	Graduation from regular course in subject for which issued, as enumerated in column 1, from Stout Institute. Applicant must hold certified statement from president of said institute.
Special license in commercial subjects, agriculture, manual training, domestic science, kindergarten, and deaf.	do.	do.	Any school in the branches indicated. Kindergarten and first and second grades. Deaf in grades below high school.	do.	Renewable for 1 year after successful experience.				Issued to holders of certified statement from president of University of Wisconsin or of any State normal school or equivalent institution or course, which statement shows graduation from full normal school course in authorized subjects.
State license.	do.	do.	Any	do.	do.				(a) Issued to holders of certified statement from the president of the University of Wisconsin. Applicant must be a graduate of the university and have completed the instruction in pedagogy prescribed by the university for those who intend to teach. Certified statement must also show date of graduation and course. (b) Holders of certified statement from the president of State normal schools showing that applicant has graduated from full course and setting forth name of person and course from which graduated.

4 Each county superintendent may establish standards of attainment in each branch to be reached by applicant before receiving certificates. The standards in the branches of study common to the third and second grade certificates shall be higher for the second than for the third grade, and standards in branches common to the second and first grade certificates shall be higher for the first grade than for the second. County superintendents may require additional subjects at their discretion. County superintendents may also accept standings obtained by completion of studies in the normal schools, county training schools, or teachers' training courses in high schools in lieu of examination, provided they are accepted within 5 years after such standings were recorded in said schools; county superintendents may also accept evidence of satisfactory reading of books included in the Wisconsin teachers' reading circle as substitute for examination in any required subject in which the applicant has passed previously a satisfactory examination for teachers' certificate.

State laws and regulations concerning teachers' certificates—Continued.

WISCONSIN—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Third-grade county certificate.	County superintendent.	County in which issued. ⁴	Any.....	Not more than 1 year.	May be renewed if holder attends professional school for teachers for a period of at least 6 weeks and receives credit in at least 2 subjects required for a second-grade certificate or passes an examination in 2 such subjects. Applicant must also complete work prescribed by State reading circle board.	None required.	County superintendent.	County superintendent.	Examination in spelling, reading, penmanship, arithmetic, composition and grammar, geography, history of the United States and State of Wisconsin, civil government of the United States and the State of Wisconsin, physiology and hygiene, school management, manual of Wisconsin elementary school course, elements of agriculture and rural economics, cataloging and use of school libraries. ⁵
Special certificate.	.....do.....	.....do.....	.....do.....	.....do.....					Issued by county superintendent on examination in subjects required for third grade certificate. Issued only when supply of legally qualified teachers has been exhausted.

⁴ (See footnote on p. 191.)⁵ It shall not be lawful for any superintendent to indorse a certificate issued by any other superintendent. However, if holders of certificates desire to teach in another county in the State, the superintendent of said county may request a transfer of applicant's papers, and if they are satisfactory may issue certificate on basis of same.

WYOMING.

Administrative certificate: Class 1.....	State board of education.	State.....	Principal of high school, superintendent of schools, grades 1-12. County superintendent.	Life.....	.....	.....	3 years.....	.....	Graduation from standard college with English 4 hours, major subject 26 hours, minor subject 14 hours, minor subject 10 hours, 20 hours in education, including school administration and supervision and at least 3 of the following: Educational psychology, principles of teaching, secondary education methods, practice teaching, history of education.
Class 2.....	.....do.....	.....do.....	Principal of high school, grades 9-12. Superintendent of school system, grades 10. County superintendent.	4 years.....	Renewed indefinitely for 3-year period.	.....	2 years.....	.....	3 years' college or normal school work, including English 4 hours, major subject 13 hours, minor subject 10 hours, minor subject 8 hours, 15 hours in education, including school administration and supervision and at least 2 of the following: Educational psychology, principles of teaching, methods, practice teaching or observation, secondary education.
Class 3.....	.....do.....	.....do.....	Principal of school grades, 1-10, and county superintendent.	3 years.....	.....do.....	.....	1 year.....	.....	Graduation from a standard normal school or 2 years of college education with English 4 hours, major subject 12 hours, minor subject 8 hours, minor subject 6 hours, 10 hours in education, including school administration and supervision and at least 1 of the following: Educational psychology, principles of teaching, methods, practice teaching or observation, secondary education.
High-school certificate.	.....do.....	.....do.....	Grades 7-12....	Life.....	.....	.....	3 years.....	.....	Graduation from a standard college with English 4 hours, major subject 26 hours, minor subject 14 hours, minor subject 10 hours, 16 hours in education, including at least 4 of the subjects listed under Class 3.

State laws and regulations concerning teachers' certificates—Continued.

WYOMING—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
High-school certificate—Continued. Class 2.....	State board of education.	State	Grades 7-12...	4 years.....	Renewed indefinitely for 3-year period.	2 years.....			Applicant must have 3 years of college or normal school work with English 4 hours, major subject 18 hours, minor subject 10 hours, minor subject 8 hours, 12 hours in education, including at least 3 of the subjects listed under Class 3.
Class 3.....	do.....	do.....	Grades 7, 8, 9, and 10.	3 years.....	do.....	1 year.....			Graduation from a standard normal school or 2 years in standard college course, must include English 4 hours, major subject 12 hours, minor subject 8 hours, minor subject 6 hours, 8 hours in education, including at least 2 of the following: Educational psychology, principles of teaching, methods, practice teaching or observation secondary education.
Elementary city school certificate: Professional class.	do.....	do.....	City elementary schools and rural schools under certain conditions.	Life.....		3 years.....			Graduation from a 4-year high school and a diploma from a standard normal school representing at least 2 years of work above the high school.
Class A.....	do.....	do.....		3 years.....	May be renewed 3 times for 3-year period. Renewable twice for 2-year period.	2 years.....			Graduation from a 4-year high school and professional training equal to at least 30 semester hours.
Class B.....	do.....	do.....	do.....	2 years.....		None.....			Graduation from a 4-year high school and normal training equivalent to at least 15 semester hours.

Elementary city school certificate, upon examination: Class A.	do.	do.	City elementary.	3 years.	May be renewed 3 times for 3-year period.	2 years.	do.	do.	do.	Graduation from a 4-year high school and normal training of at least 15 semester hours are required as a prerequisite to examination. Applicant must pass in examination with an average of 85 per cent with no branch below 75 per cent in ability and competency to teach English classics for elementary grades, general science and community civics, elementary psychology, plays and playgrounds, hygiene of the school child.
Class B.	do.	do.	do.	2 years.	May be renewed twice for 2-year period.	None.	do.	do.	do.	Completion of at least 3 years in a standard high school and 10 semester hours of normal training and examination with a general average of 80 per cent and a minimum grade of 70 per cent in orthography, reading, penmanship, arithmetic, language and grammar, geography, and United States history, civics, physiology and hygiene, elementary agriculture, elementary music, elementary drawing, school management.
Rural school certificate: Class professional.	do.	do.	Rural and elementary city schools.	Life.		3 years.	do.	do.	do.	Graduation from a standard 4-year high school and a diploma from a standard normal school representing 2 years of work above the high school; 15 semester hours, 5 of which shall be in rural education.
Class A.	do.	do.	do.	3 years.	May be renewed 3 times for 3-year period.	do.	do.	do.	do.	Graduation from a 4-year high school and normal training equal to 30 semester hours, 10 of which shall be in rural education.

State laws and regulations concerning teachers' certificates—Continued.
WYOMING—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Rural school certificate—Contd. Class B.....	State board of education.	State.....	Rural and elementary city schools.	2 years.....	May be renewed twice for 2-year period.	1 year.....			Graduation from a 4-year high school and the equivalent of 15 semester hours in normal training, of which 5 shall be in the department of rural education.
Class C.....	do.....	do.....	Rural schools.....	1 year.....	May be renewed once for 2-year period.	None.....			Graduation from an accredited 4-year high school and normal training equal to 5 semester hours in the department of education in the University of Wyoming.
Class: Advanced State high school normal training department certificate.	do.....	do.....	do.....	2 years.....	May be renewed twice for 2-year periods.	do.....			Graduation from a 4-year high school including 1 year normal training in accredited high schools.
State high school normal training department certificate.	do.....	do.....	do.....	1 year.....	May be renewed once for 2-year period.	do.....			Applicant must have 3 years in a standard high school or hold a third-grade certificate and 1 year normal training in an accredited high school.
Rural school certificate by examination: Class A.....	do.....	do.....	Rural and elementary city schools.	3 years.....	May be renewed 3 times for 4-year periods.	2 years.....			Graduation from a 4-year high school and 15 semester hours of normal training are required as a prerequisite for entrance to examination. Applicant must have a general average of 85 per cent with minimum of 75 per cent upon examination which shows ability and competency to teach English classes for elementary grades, general science and community civics, elementary psychology, play and playgrounds, hygiene of the school child.

Class B.....	.....do.....	.....do.....	2 years.....	May be renewed twice for 2-year periods.	1 year.....	Certification of division of State department of education.	Certification of division of State department of education.	Education equal to 3 years in high school and 10 semester hours in normal school are required as a prerequisite to entrance to examination. Applicant must pass with a general average of 80 per cent and a minimum grade of 70 percent in elementary public-school music, elementary drawing, and rural school management.
Class C.....	.....do.....	.....do.....	1 year.....	May be renewed once for 2-year period.	None.....	.....do.....	.....do.....	Completion of 2 years in high school and 5 semester hours in normal school and examination with general average of 70 per cent and a minimum grade of 60 per cent in orthography, reading, language and grammar, penmanship, physiology and hygiene, history and civics, elementary agriculture, geography, arithmetic, methods in the elementary branches with special reference to rural schools.
Special certificate on credentials.	.....do.....	.....do.....	Life.....		2 years.....	.....do.....	.....do.....	Graduation from a 4-year high school and graduation from a standard technical school with a 4-year course, or graduation from a standard college with major (special technical subject) 25 hours, English 4 hours, also 6 hours in education. ¹

¹ If applicant has no credit in education he may qualify by taking an examination and making a minimum grade of 80 per cent in principles of teaching.

State laws and regulations concerning teachers' certificates—Continued.

WYOMING—Continued.

Name of certificate.	Issued by—	Valid in—		Duration.	Persistence.	Experience required.	Questions.		Scholarship requirements.
		Territory.	Schools.				Prepared by—	Examined by—	
Special certificates upon examination: Agriculture, home economics, manual training, physical education, commercial branches, penmanship, music, primary kindergarten, stenography, typewriting, foreign languages.	State board of education.	State,	In special department mentioned on certificate.	5 years,	Renewed indefinitely for 3-year periods.	2 years,	Certification of division of State department of education.	Certification of division of State department of education.	Graduation from a 4-year high school or its equivalent is required as a prerequisite for entrance to the examination. Applicant must have a minimum of 80 per cent on the special subject or group of subjects and principles of teaching.
Temporary certificate.	.....do.....	District of which issued.	All schools,	Until the next regular examination.	.....	.....	.....	.....	Granted to applicants who have been engaged to teach after the last regular examination and not issued to persons who do not possess the prerequisite of high school and normal or college education necessary to admit him to examination and such credentials as show his ability to pass examination.

NOTE.—Exemption certificates granted on the basis of credits from the State normal school of Wyoming may be granted on credits from other normal schools and colleges of equivalent rank.

INFORMATION CONCERNING HIGH-SCHOOL CERTIFICATES.

STATES WHICH ISSUE SPECIAL HIGH-SCHOOL CERTIFICATES.

Colorado.	Maine.	Oklahoma.
Delaware.	Maryland.	Oregon.
Georgia.	Massachusetts.	Rhode Island.
Idaho.	Nebraska.	South Carolina.
Illinois.	Nevada.	Tennessee.
Indiana.	New Hampshire.	Utah.
Iowa (included in special subject certificates).	New Jersey.	Virginia.
Kentucky.	New Mexico.	West Virginia.
Louisiana.	North Carolina.	Wyoming.
	Ohio.	

REQUIREMENTS FOR HIGH-SCHOOL CERTIFICATES.

<i>Issued on examination:</i>	<i>Issued for college work:</i>	<i>Issued for college work—Con.</i>
Connecticut.	Delaware.	New Jersey.
Georgia.	Idaho.	New Mexico.
Indiana.	Illinois.	North Carolina.
Louisiana.	Iowa. (4-year normal).	Ohio.
Maine.	Kentucky.	Oklahoma.
Nevada.	Maine.	Oregon.
North Carolina.	Maryland.	Rhode Island.
Rhode Island.	Massachusetts.	Tennessee.
South Carolina.	Nebraska.	Utah.
Tennessee.	Nevada.	West Virginia.
West Virginia.	New Hampshire.	Wyoming.

SPECIAL TRAINING IN SUBJECTS TAUGHT.

Utah: High-school diploma in special subject. (Graduates of standard colleges or equivalent with special study in subject taught.)

Virginia: Special certificate for high-school subjects. (No college work required but must show adequate preparation in branches specified in certificates.)

Indiana requires examination in subjects taught in high school and in education.

New Jersey requires either examination in subjects to be taught or a prescribed number of credits in such subjects included in college course.

TABLE 4.—Summary of certificates issued by central, county, and local agencies.

States.	Grand total.	Central agencies.				County agencies.			Local agencies.
		Total.	Valid in—			Total.	Valid in—		
			State.	County.	Town or district.		County.	District.	
Alabama.....	6	6	6						
Arizona.....	6	6	6						
Arkansas.....	12	8	8			4	4		
California.....	12	4	4			1 3	3		
Colorado.....	9	5	5			3	3		1
Connecticut.....	10	8	8						2
Delaware.....	14	13	13			2 1	2 1		
Florida.....	14	14	13	1					
Georgia.....	14	5	5			9	9		
Idaho.....	9	6	6			3	3		
Illinois.....	10	3	3			7	7		
Indiana.....	31	25	25			6	6		
Iowa.....	11	11	11						
Kansas.....	15	12	12			3	3		
Kentucky.....	9	7	7			2	2		
Louisiana.....	4	4	4						
Maine.....	10	9	9						1
Maryland.....	11	11	11						
Massachusetts.....	6	5	5						1
Michigan.....	17	11	11			6	5	1	
Minnesota.....	10	10	10						
Mississippi.....	18	10	10			8	8		
Missouri.....	12	7	7			5	5		
Montana.....	3 15	15	14		2				
Nebraska.....	13	11	4 9		2	2	2		
Nevada.....	10	10	9		1				
New Hampshire.....	10	10	10						
New Jersey.....	30	20	20			2 5	2 5		2 5
New Mexico.....	7	7	7						
New York.....	15	10	9		1				1 5
North Carolina.....	15	15	15						
North Dakota.....	9	9	9						
Ohio.....	18	6	6			5 6	6		5 6
Oklahoma.....	6 14	11	10	1		3	3		
Oregon.....	15	14	14			2 1	2 1		
Pennsylvania.....	8	6	6			2	7 2		
Rhode Island.....	12	12	12						
South Carolina.....	10	6	6			4	4		
South Dakota.....	10	10	7	3					
Tennessee.....	8	8	7	1					
Texas.....	15	12	12			1	1		2
Utah.....	16	16	16						
Vermont.....	4	4	3		2 1				
Virginia.....	8	8	7	1					
Washington.....	14	10	10			4 2	4 2		4 2
West Virginia.....	10	10	9	1					
Wisconsin.....	16	12	12			4	4		
Wyoming.....	23	23	22		1				
United States.....	595	475	460	8	7	95	94	1	25

¹ District, village, or city, all classed as local here.² Temporary or special in name or significance.³ There are 5 separate varieties of life certificates and 4 varieties of State certificates, and they are divided here because of certain characteristics tabulated.⁴ Good in districts organized under Arts. XXII and VI, also one for all districts except cities of 1,000 population.⁵ Issued by city and county authorities.⁶ One certificate issued either by State or county board.⁷ Districts of over 5,000 population may issue certificates under certain conditions.

TABLE 5.—*Certificates issued by central agencies that are valid throughout the State, distribution among the respective classes of schools, and duration of such certificates.*

States.	No.	Any school.		High school.		Elementary.		Primary and kindergartens.		School subjects named.	
		No.	Duration.	No.	Duration.	No.	Duration.	No.	Duration.	No.	Duration.
Alabama.....	6	6	L, 6, 6, 4, 2, T ¹								
Arkansas.....	7	6	L, 6, 6, 6, 6, 2.							1	T. ²
Arizona.....	5	3	L, 4, 4.			1	2			1	4.
California.....	4	1	L.			1	L.	1	L.	1	L.
Colorado.....	5	5	L, 5, 5, 5, 5.								
Connecticut.....	8	5	1, 1, 1, 1, T.			1	1	1	1	1	T. ²
Delaware.....	13	3	3, 3, 3.	3	3, 3, 3.	5	3, 3, 3, 2, 2.	1	3.	1	3.
Florida.....	13	8	L, L, L, 5, 5, 5, 3, 1.					3	L, 4, 4.	2	5, 5.
Georgia.....	5	4	3, 3, T, T ¹ .							1	3.
Idaho.....	6	2	L, 8.	3	L, 5, 1.					1	8.
Illinois.....	3	1	4.	1	4.	1	4.				
Indiana.....	25	5	L, L, L, L, 8.	1	L.	6	L, 4, 3, 3, 2, 1.	6	3, 3, 2, 2, 1, 1.	7	4, 3, 3, 2, 2, 1, 1.
Iowa.....	11	9	5, 5, 5, 5, 5, 3, 2, 2, 1.					1	5.	1	3.
Kansas.....	12	5	L, L, 3, 3, 1.			4	L, 3, 3, 2.			3	L, 3, 1.
Kentucky.....	7	6	L, L, 5, 5, 2, 1.	1	T. ³						
Louisiana.....	4			1	5.	3	5, 3, 1.				
Maine.....	9			4	L, L, 5, 2.	4	L, L, 2, T. ³ .			1	2.
Maryland.....	11	1	3.	2	3, 3.	5	3, 3, 3, 2, 2.			3	3, 3, 2.
Massachusetts.....	5	2	L, 3.	3	L, 2, 2.						
Michigan.....	11	7	L, L, L, L, L, 4, 3.			1	3.	1	L.	2	L, L.
Minnesota.....	10	4	5, 2, 1, T. ³ .			5	L, 5, 2, 2, 1.			1	1.
Mississippi.....	10	9	L, 5, 3, 3, 2, 2, 1, 1, 1.							1	T. ²
Missouri.....	7	2	L, 5.	2	L, 2.	3	L, L, 2.				
Montana.....	14	14	L, L, L, L, L, 6, 6, 6, 6, 4, 3, 2, 1, T.								
Nebraska.....	9	1	L.	2	3, 3 ⁴ .	5	3, 3, 3, 3, 3.			1	3.
Nevada.....	9			3	L, 5, 4.	5	L, 5, 3, 2, T.			1	2.
New Hampshire.....	9	2	L, 3.	3	L, L, 1.	4	L, L, 1, 1.				
New Jersey.....	22	2	L ² .	2	L, 1.	2	L, 1.	2	L, 1.	14	L, L, L, L, 3, 1, 1, 1, 1, 1, 1.
New Mexico.....	7	2	L, 5.	1	5.	3	3, 2, 1.			1	1.
New York.....	10	6	L, L, L, 5, 3, 2.			3	L, L, 1.			1	3.
North Carolina.....	15	3	L, 2, 2.	2	3, 3.	6	2, 2, 2, 2, 2.			4	3, 3, 3, 2.
North Dakota.....	10	3	L, 5, 2.			6	5, 3, 3, 2, 2.			1	T. ³
Ohio.....	6			2	L, 4.	2	L, 4.	1	4.	1	4.
Oklahoma.....	10	5	L, 2, 2, 1, 1.	2	5, 1.	2	5, 1.			1	L.
Oregon.....	14	2	L, 1.	6	L, L, 5, 5, 1, 1.	4	L, 5, 5, 1.	1	5.	1	T. ³
Pennsylvania.....	6									6	L, L, L, L, 3, 2.
Rhode Island.....	12	5	L, L, 5, 5, 1.	3	3, 2, T.	4	2, 2, 1, T.				
South Carolina.....	5	3	10, 5, 5.	1	5.					1	5.
South Dakota.....	7	3	L, 3, 2.			3	L, 5, 2.			1	5.
Tennessee.....	8	1	5.	4	5, 5, 2, 1.	3	5, 5, 2.				
Texas.....	12	7	L, L, L, 6, 6, 6, 4.			3	L, 6, 4.	2	L, 4.		
Utah.....	16	8	L, L, L, 5, 5, 5, 1, 1.			6	L, L, 5, 2, 1, 1. ⁵			2	L, 1.
Vermont.....	3	3	L, 5, 1.								
Virginia.....	7	2	10, 5.			4	10, 6, 5, 2.			1	6.
Washington.....	10	6	L, L, 5, 5, 5, 5.			4	5, 5, 2, 2.				
West Virginia.....	8	4	L, 5, 5, 5.			3	3, 3, 1.			1	5.
Wisconsin.....	12	7	L, L, L, 5, 1, 1, 1.							5	L, 1, 1, 1, 1.
Wyoming.....	22			5	L, L, 4, 4, 3.	15	L, L, 3, 3, 3, 3, 3, 2, 2, 2, 2, 1, 1, 1.			2	L, 5.
United States.....	460	183		57		127		20		73	

¹ "Equivalent certificate" good in schools for which originally issued and for time originally issued.² Time not given.³ In cases where certificates are issued for limited periods of time which may vary with individual cases they are classed as temporary (T).⁴ Valid in "rural schools," "rural villages and towns," and "rural and towns up to 1,000 population."⁵ One certificate good to teach in junior high schools.

TABLE 6.—*Certificates issued by county agencies that are valid throughout the county, distribution among the respective classes of schools, and duration of such certificates.*

States.	No.	Any school.		High school.		Elementary.		Primary and kindergarten.		Subjects named.	
		No.	Duration.	No.	Duration.	No.	Duration.	No.	Duration.	No.	Duration.
Arkansas.....	4	3	2, 1, 6 mos...			2	6, T.....	2	6, T.....	1	2.
California.....	8	1	6.....	1	T.....	2	6, T.....	2	6, T.....	2	6, T.
Colorado.....	3	1	3.....			2	2, 1½, ½.....				
Delaware.....	1					1	T.....				
Georgia.....	9			3	3, 2, 1.....	3	3, 2, 1.....	3	3, 2, 1.....		
Idaho.....	3					3	5, 3, 1.....				
Illinois.....	7	1	3.....	1	3.....	3	3, 2, T.....	1	2.....	1	2.
Indiana.....	6					6	3, 3, 2, 2, 1, 1.....				
Kansas.....	3					3	3, 1, 2, 1.....				
Kentucky.....	2	2	4, 2, 2.....								
Michigan.....	5	3	4, 3, 3.....					2	1, 1.....		
Mississippi.....	8	5	3, 2, 1, 1, 1.....							3	3, 3, 1.
Missouri.....	5	5	3, 2, 2, 1, T.....								
Nebraska.....	2					2	3, 2.....				
New Jersey.....	5			1	2.....	1	T.....			3	T, T, T.
Ohio.....	8			1	3.....	5	3, 1, 1.....			2	4, 3.
Oklahoma.....	3	3	4, 2, 1.....								
Oregon.....	1	1	T.....								
Pennsylvania.....	2									2	3, 4 1.
South Carolina.....	4	4	2, 2, 2, 2.....								
Texas.....	1					1	6.....				
Washington.....	2					1	T ⁶			1	T.
Wisconsin.....	4	4	6, 3, 1, 1.....								
United States.	96	33		7		33		8		15	

¹ Valid in any other county upon application.² May be validated in other counties in emergency for one year.³ Valid in any county when transferred by State superintendent.⁴ Indorsable by other county or district superintendents.⁵ Registration in any other county permitted.⁶ Valid in specific grade.

TABLE 7.—Kinds of certificates issued—By whom questions are prepared and examined.

States.	Kinds of certificates issued by—						Kinds of certificates for which questions are prepared by—				Kinds of certificates for which papers are examined by—			
	State board.	State supt. or State dept.	County board.	County super-intendent.	Local authorities.	State normal schools or universities.	State board.	State supt. or State dept.	County board.	County super-intendent.	State board.	State supt. or State dept.	County board.	County super-intendent.
Alabama.....	6						4				4			
Arizona.....	6						5				5			
Arkansas.....	1	4		4		3	1	6			1	3		3
California.....	4		4						1				1	
Colorado.....	4			3	1 1	1	1	3			1			3
Connecticut.....	8				1 2		8				8			
Delaware.....		13		1				2				2		
Florida.....		14					6				6			
Georgia.....	5		9					9						9
Idaho.....	6			3			6				3	3		
Illinois.....		3		7			10				10			
Indiana.....	4	17		6		4	24				12	12		
Iowa.....	10	1					7				5			
Kansas.....	7		3			5	5				2		3	
Kentucky.....	4			2		5	5				5			
Louisiana.....	4						4				4			
Maine.....		9			1 1			4				4		
Maryland.....		11					4				4			
Massachusetts.....	5				1 1	1	1				1			
Michigan.....	6	4	5	1		1	1	4		1	2		3	1
Minnesota.....		9				1	1	5				5		
Mississippi.....	10		8				16	5			8		8	
Missouri.....		2		5		5		5		1		5		1
Montana.....	14	1					6				6			
Nebraska.....		7	2			4		4				4		
Nevada.....	10						3				3			
New Hampshire.....		10					3				3			
New Jersey.....	20			2 5	2 5		3				3			
New Mexico.....	7						4				4			
New York.....		10			5			9				9		
North Carolina.....	15						12				12			
North Dakota.....	9						4				4			
Ohio.....	3	3	2 6		2 6		2	6			2		2 3	2 3
Oklahoma.....	4 8		4 3			5 3		4				1	3	
Oregon.....		14		1			5				5		3	
Pennsylvania.....		3		2		3	1		2		1		2	
Rhode Island.....	12						3				3			
South Carolina.....	5	1	4				6				3		3	
South Dakota.....		10					7				7			
Tennessee.....		8					4				4			
Texas.....	2	10	1		1 2			5			4		1	
Utah.....	16						2				2			
Vermont.....	4													
Virginia.....	8							3				3		
Washington.....		3		2	2	7		3				3		
West Virginia.....		10						6				6		
Wisconsin.....		12		4			1	2		2	1			4
Wyoming.....	23							7				7		
Total.....	246	189	45	50	25	40	174	87	3	4	150	67	27	24

¹ Local authorities also prepare questions and examine papers.² Same certificate issued by either county or city board. Listed here as two different certificates. Local authorities also examine papers for certificate which they issue.³ The certificates are issued by the commissioner of education, who is also president of the State university.⁴ One certificate issued by State or county board.⁵ One certificate issued by certain high schools.

TABLE 8.—Duration of certain certificates: A, issued by central agencies and valid throughout the State; B, issued by county agencies and valid in county only.¹

A. ISSUED BY CENTRAL AGENCIES AND VALID THROUGHOUT THE STATE.

States.	Life.	Duration in years.										Total.
		10	9	8	7	6	5	4	3	2	1	
Alabama.....	1					2		1		1		5
Arizona.....	1							4		1		6
Arkansas.....	1					4				1		6
California.....	4											4
Colorado ²	1						4					5
Connecticut ³											³ 6	6
Delaware.....									11	2		13
Florida.....	4						5	2	1		1	13
Georgia.....	2			2			1			3		6
Idaho.....	2							3			1	3
Illinois.....	6			1			6	2	6	5	5	25
Indiana.....	4						6		2	2	1	11
Iowa.....	2			1				5	5	1	2	12
Kansas.....	4						1			1	1	6
Kentucky.....	2			1			2		1		1	4
Louisiana.....	4						1			3		8
Maine.....	2							8		3		11
Maryland.....	2							1	1	2		5
Massachusetts.....	8							2				11
Michigan.....	1						2			3	3	9
Minnesota.....	1						1		2		3	7
Mississippi.....	4						1			2		7
Missouri.....	5					4		1		1	1	13
Montana.....	1							8				9
Nebraska.....	2						2	1	1	2		8
Nevada.....	5								1		3	9
New Hampshire.....	9								1		⁴ 11	21
New Jersey.....	1						2		1	1	2	7
New Mexico.....	5						1		2	1	1	10
New York.....	1							5	9			15
North Carolina.....	1						2		3	4		10
Ohio.....	2							4				6
Oklahoma.....	2						2			2	4	10
Oregon.....	4						5				4	13
Pennsylvania.....	4								1	1		6
Rhode Island.....	2						2		1	3	2	10
South Carolina.....		1					4					5
South Dakota.....	2						2		1	2		7
Tennessee.....	5					⁵ 4	5	⁵ 3		2	1	8
Texas.....	6						4			1	5	16
Utah.....	1						1				1	3
Vermont.....	2		2			2	2			1		7
Washington.....	2						6			2		10
West Virginia.....	1						4		2		1	8
Wisconsin.....	4						1				7	12
Wyoming.....	5						1	2	6	5	3	22

¹ Certificates such as "valid at discretion of board," emergency, temporary, and those of indefinite term of validity are not included in the table.² Colorado also issues an "honorary" life certificate for distinguished service.³ Certificates indefinite in duration—generally one year.⁴ Approximately in some cases.⁵ Four to six years in some cases.

TABLE 8.—Duration of certain certificates: A, issued by central agencies and valid throughout the State; B, issued by county agencies and valid in county only—Continued.

B. ISSUED BY COUNTY AGENCIES AND VALID IN COUNTY ONLY.

States.	Life.	Duration in years.										Total.
		10	9	8	7	6	5	4	3	2	1	
Arkansas.....										2	1	3
California.....						4						4
Colorado.....									1		6	2
Georgia.....								3	3		3	9
Idaho.....							1	1			1	3
Illinois.....								3	3			6
Indiana.....								2	2		2	6
Kansas.....								1	1	1	1	3
Kentucky.....								1		1		2
Michigan.....									3	1	5	9
Missouri.....									1	2	1	4
Nebraska.....									1	1		2
New Jersey.....										1		1
Ohio.....								1	3		2	6
Oklahoma.....								1		1	1	3
Pennsylvania.....									1		1	2
South Carolina.....										4		4
Texas.....						1						1
Wisconsin.....						1			1		2	4

⁶ Good for 1½ years.

TABLE 9.—Amount of professional study required for certificates based primarily upon graduation from college in certain States.¹

Amount.	States.
4 full courses.....	Texas.
4 semester hours.....	Idaho.
5 semester hours.....	Arizona.
6 semester hours.....	Rhode Island, West Virginia, North Carolina.
9 semester hours.....	Mississippi.
12 semester hours.....	Washington.
15 semester hours.....	Minnesota.
20 semester hours.....	Wyoming, West Virginia, Iowa.
21 semester hours.....	New Mexico.
30 semester hours.....	North Carolina.
200 recitation hours.....	Pennsylvania.
210 recitation hours.....	New Jersey.
One-half year graduate work with practical teaching of secondary grade.	California.
12 units in pedagogy.....	Do
6 half-year courses.....	Tennessee.
1 year.....	Delaware, Maryland, Utah.
1 year of 5½ hours per week.....	Michigan.
2 "year" courses.....	North Dakota.
One-sixth of entire course.....	Colorado.
Three-twentieths of full course.....	Florida.
One-fourth of all work for 18 months.....	South Dakota.
15 per cent of full course.....	Virginia.
(a) 3 year-hours in 2 educational subjects, or (b) 30 hours in 1 subject in summer school, or (c) normal diploma.	Massachusetts.
9 year-hours and thesis.....	Do.
"Prescribed" courses approved by State authorities.....	Maine, Vermont, New York, Delaware, Georgia, Wisconsin, Montana.

¹ If a State appears more than once in the list, it issues more than one certificate based on college graduation, and the requirements for such certificates are not the same.

TABLE 10.—*Certificates based upon graduation from standard colleges, including statement of additional requirements, and terms and conditions of renewal of such certificates.*

States.	Professional course.						No professional course.			
	Amount of professional work.	Certificates valid in—		Professional subjects examined in.	Years of experience required.	Years valid.	Certificates valid in—		Professional subjects examined in.	Years of experience required.
		Territory.	Schools.				Territory.	Schools.		
Alabama.....	Prescribed amount.	State.....	Prescribed	.....	See column 10.	See column 10.	.....	.....	.....	.....
Arizona.....	5 semester hours	.....do.....	Any.....	.....	None.....	4.....	.....	.....	.....	.....
Arkansas.....	(1 year of graduate study.	County.....	High schools	.....	17 months or none.	6.....	(State.....do.....	All.....do.....	.....	Life.....6 months.....
.....do ².....	.....	State.....	.....do.....	.....	48 months (21 in Calif.)	Life.....	.....	.....	.....	.....
California.....	12 units.....	County.....	Elementary.	.....	8 months.	6.....	.....	.....	.....	.....
.....do.....	.....	State.....	.....do.....	.....	48 months (21 in Calif.)	Life.....	.....	.....	.....	.....
Colorado.....	(1/6 of entire course.	.....do.....	Any.....	.....	24 months	5.....	.....	.....	.....	.....
.....do.....	.....	.....do.....	.....do.....	.....	None.....	2.....	.....	.....	.....	.....
.....do.....	.....	.....do.....	.....do.....	.....	.....	.....	.....	.....	.....	.....

¹ Normal schools, colleges, and the State board of education issue credentials to graduates of normal schools and colleges who have taken courses prescribed by the State board on the basis of these credentials. County boards may issue temporary, elementary, kindergarten, and special certificates.

² Recommendation of county board under which applicant has taught.

State	Course	Duration	Grade	Term	Examination	Admission	Renewal	Notes
Connecticut	1 year (graduate work)	5	3	Renewable for 3-year periods.	State	Any	3	At discretion of State board.
	do	3	3	do	do	Any	3	Convertible into life.
	do	3	3	do	do	Any	3	Life certificate, successful experience, renewable indefinitely.
Delaware	Prescribed courses	1	3	do	do	Any	3	Not renewable.
	do	None	3	do	do	Any	3	Renewable for life.
	do	3	3	do	do	Any	3	May be validated for term of years not stated.
Florida	3/20 of full course	Not stated	5	Life certificate, 24 months' experience and required indorsement.	State	Any	5	Renewable for 5 years.
	do	3	3	do	do	Any	3	do
Georgia	Required courses	Varies	3	Renewable for 5-year periods when prescribed conditions are met.	do	Primary	4	Until next exam.
	do	do	do	do	do	Any	do	do
Idaho	4 semesters	2	21 months	Life	do	do	3	At discretion of State board.
	do	do	do	do	do	Grades 7-12	14 months	Convertible into life.
Illinois	do	do	do	do	do	High schs.	3 (2 in State)	Life certificate, successful experience, renewable indefinitely.
Indiana	do	do	do	do	County	do	None	Renewable indefinitely.
	do	do	do	do	State	Any	30 months (10 in State)	Life
Iowa	20 hours	None	5	Life certificate, 5 years' experience (3 during life of certificate).	do	do	None or 2 years	Not renewable.
	do	do	do	do	do	do	2	Renewable for life.
Kansas	do	do	do	do	do	High schs.	None	At discretion of State board.
Kentucky	Prescribed by university	None	5	Extended for life after 3 years' experience.	do	High schs.	None	Renewable for 5 years.
Louisiana	do	do	do	do	State	Elementary	None	Renewable for 5 years.

³ Prescribed reading course.

4 Thesis also required, and one higher subject.

⁵⁶ And one higher subject.

TABLE 10.—*Certificates based upon graduation from standard colleges, including statement of additional requirements, and terms and conditions of renewal of such certificates—Continued.*

States.	Professional course.						No professional course.			
	Amount of professional work.	Certificates valid in—		Professional subjects examined in.	Years of experience required.	Years valid.	Terms and conditions of granting higher certificates.	Certificates valid in—		Professional subjects examined in.
		Territory.	Schools.					Territory.	Schools.	
Maine.....	(a) Course in pedagogy or (b) examination.	State...	Grades for which issued.	5	0.....	2.....	Permanent professional secondary certificate, 5 years' experience.	State...	Grades for which issued.	.....
	(1 year (graduate).	State...	Any.....	.....	2.....	3.....	Renewable on evidence of successful experience and professional spirit.	.....	.....	.....
	1 year.....	do.....	Elementary.	.....	4.....	3.....	do.....	.....	.....	.....
	200 hours.....	do.....	High and elementary with consent of State.	.....	None.....	3.....	do.....	.....	.....	.....
	300 hours.....	do.....	Special subjects.	.....	4.....	3.....	do.....	.....	.....	.....
Maryland.....	(1 year (graduate).	do.....	High schs.	.....	2.....	3.....	do.....	.....	.....	.....

State	State-aid- ed high scho.	0	2	"At discretion of the State board"; per- manent, 2 years' experience in Massachusetts and presenta- tion of thesis.	State...	State-aid- ed high scho.	2	2	"At discretion of the State board"; per- manent, 2 years' experience in Massachusetts and presenta- tion of thesis.
Massachusetts	(a) 3 year- hours in 2 educational subjects and (1) 2 subjects of 1½ hours each, or (2) practico- teaching or	do	do	do	do	Supt.	7	2	Superintendent's permanent cer- tificate, comple- tion of semester's course in educa- tional theory and presentation of required thesis.
	(b) 30 hours in 1 subject in summer school or	do	do	do	do	do	do	do	do
	(c) in or in a 1 school dip- loma.	do	do	do	do	do	do	do	do
	9 year-hours and theses.	State	Supt.	3 and experience as supt.	3	Superintendent's permanent cer- tificate, comple- tion of semes- ter's course in educational the- ory and presen- tation of re- quired thesis.	do	do	do
Michigan	(1 year of 5½ hours per week. Diploma for professional work from University of Michigan.	do	Any	None	Life	do	do	do	do
	(1 year of 5½ hours per week.	do	do	do	do	do	do	do	do
Minnesota	15 hours.	do	do	1 or none	2	Similar period; after 2 renewals usually matures into life certifi- cate.	do	do	do

* If from University of Minnesota, no experience required; 1 year if from other colleges.

(a) 210 hours, and (b) examination.	State...	Branch specified	6	0	3	Permanent, years' experience.	State...	State-aided schs. (agriculture).	3	Life	
do.	do.	Secondary, as teacher, principal, or supervisor.	3	3	Life.		do.	do.	"Adequate farm experience."	1.	Renewable upon recommendation; permanent, 3 years' experience.
As above and permanent secondary certificate.	do.	Supervisor.	2	5 (1 as supervisor).	Not given.	Permanent, 3 years' supervising experience.	do.	State-aided vocational schs. (teach household art).	3	Life.	
do.	do.	do.	3	as supervisor.	Life.		do.	do.	"Satisfactory."	1.	Do.
	do.	do.					do.	State-aided schs. (vocational subject).	3	Life.	
	do.	do.					do.	do.	None.	1.	Permanent, 3 years' experience.
21 hours.	do.	High schs.		None.	3 or 5.	Permanent certificate, 45 months' experience.	State.	Any.	3, 2 in New York.	Life.	
(Prescribed course.	do.	Any.	3	3	Life.	Renewed by endorsement, permanent certificate after 3 years' experience.	do.	do.	None.	2.	Renewable for 1 year; life certificate upon examination with grade of 75 per cent.
do.	do.	do.	0		3						
6 hours during one year.	do.	High schs.		Not stated	3	Renewable for (a) reading circle work, (b) summer school attendance.					
do.	do.	Any.	2, 3, or 5.	2	2.	do.					
do.	do.	do.	1.	2.	2.	do.					
Required courses.	do.	Ele. supervisor.	3	3	2.	do.					
30 semester hours.	do.	Any.	2		Life.						
2-year courses.	do.	do.	None.	2	2	5-year certificate, 9 months' experience; life certificate, 5 years' experience.					

TABLE 10.—*Certificates based upon graduation from standard colleges, including statement of additional requirements, and terms and conditions of renewal of such certificates—Continued.*

States.	Professional course.					No professional course.							
	Amount of professional work.	Certificates valid in—		Professional subjects examined in.	Years of experience required.	Years valid.	Terms and conditions of renewal or of granting higher certificates.	Certificates valid in—		Professional subjects examined in.	Years of experience required.	Years valid.	Terms and conditions of renewal or of granting higher certificates.
		Territory.	Schools.					Territory.	Schools.				
Ohio.....								{ State..... do..... do.....	High schs. do..... Spec. sub- jects only.		50 months None..... Not stated.	Life..... 4..... Life.	Renewable.
Oklahoma.....								{ do..... do.....	High schs.		None.....	1.....	Renewable for 5 years after 6 months' experience.
Oregon ^a								{ do..... do.....	do..... do.....		6 months. 30 months	Life..... Life.	Life, 30 months' experience.
Pennsylvania.....	200 hours.	State.....	Branches named. do.....	3.....	Life.....			{ do..... do.....	do..... do.....				
R. Island.....	6 semester courses.	do.....	High schs.	do.....	3.....		Life, 3 years' experience. Renewed for 2 periods of 6 years each; after 15 years' experience made permanent.	State.....	Supt.....		5 years as superintendent.	5.....	Permanent, 10 years' experience as superintendent.
S. Carolina.....	1 of work for 18 months.	State.....	Any.....	72 months (36 in S. Dak.). None.....	Life.....			County.....	Any.....		None.....	Indefinite.	
S. Dakota.....	do.....	do.....	do.....	None.....	2.....		Issued for necessary probationary period for life certificate. Renewable indefinitely.						
Tennessee.....	6 half-year courses.	do.....	High schs.	Not stated	5.....								

Texas	4 courses	.do.	Any	None	Life or good behavior.						
Utah	{ 36 semester hours.	.do.	.do.	5.	Life ⁹ .						
	{ .do.	.do.	.do.	None.	5 ⁹ .						
	{ 1 year.	.do.	High sch.	5.	Life						
Vermont	{ .do.	.do.	High sch. or any.	None.	5.						
	Prescribed pedagogical course.	.do.	Any.	"Some"	Life		State.	Any.	30 weeks (must show skill in teaching and control of pupils).	5.	Life certificate at expiration if taught 170 weeks, attended professional school 8 weeks, and completed professional reading course.
Virginia	15 per cent of full course.	.do.	Any, when indorsed by division supt.	Not stated	10.	Renewable for similar period when prescribed conditions are met.	.do.	.do.	Not stated	5.	Renewable for 10 years on prescribed conditions.
Washington	{ 12 semester hours (Wash. State College).	.do.	Any.	None.	5.	Life, 2 years' experience.					
	{ 12 semester hours (Univ. of Wash.).	.do.	.do.	.do.	5.	.do.					
W. Virginia	{ 20 semester hours (5 in school supervision).	.do.	.do.	2.	5.	Renewable for 5-year periods.					
	{ 20 semester hours.	.do.	.do.	None.	5.	.do.					
Wisconsin	Required course	.do.	.do.	2.	Life.						
	{ .do.	.do.	.do.	None.	.do.	Renewable for similar period.					
	{ .do.	.do.	.do.	.do.	1.	.do.					
Wyoming	{ 20 hours.	.do.	Administrative.	3.	Life.						
	{ 16 hours.	.do.	High schs.	3.	.do.	Renewable indefinitely for 3-year periods.					
	{ 10 hours.	.do.	Principal grades 1-10 and county supt.	1.	3.	.do.					

⁸ Graduates from nonstandard colleges receive similar certificates upon prescribed examination in subjects to be taught.

⁹ Separate certificates issued for administration and supervision.

TABLE 11.—*Certificates to which graduates and students of various courses in State normal schools are eligible, together with terms and conditions of renewal of such certificates.*

States.	Based on 4-year high-school course and 2-year normal-school course or less.										Based on 4-year high-school course and normal course longer than 2 years.				
	Years in—		Certificates valid in—		Years' experience required.	Years valid.	Terms and conditions of renewal or of granting higher certificates.	Years in—		Certificates valid in—		Years' experience required.	Terms and conditions of renewal or of granting higher certificates.		
	Normal school.	High school.	Terri-tory.	Schools.				Normal school.	High school.	Terri-tory.	Schools.				
Alabama.....	2	4	State.....	Any.....	None.....	4.....	Renewable for 4 years after 2 years' experience.								
Arizona.....	2	4	do.....	do.....	do.....	6.....	Renewable for life.								
Arkansas.....	2	4	County.....	Etc. and 2 years' intermediate, kindergarten and primary.	8 mos.....	6.....	Renewable; permanent after 5 years' experience.								
	2	4	do.....	do.....	1.....	6.....	do.....								
California.....	2	4	do.....	do.....	1.....	6.....	do.....								
	2	4	do.....	Special branches.....	None.....	6 mos.....	Not renewable.								
	2	4	do.....	Elementary.....	do.....	6 mos.....	do.....								
	2	4	do.....	Kindergarten.....	do.....	6 mos.....	do.....								
	2	4	do.....	Special subjects.....	do.....	Life.....	do.....								
Colorado.....	2	4	State.....	Any.....	do.....										
Connecticut.....	12	1	State.....	Elementary principal.....	3.....	3.....	Renewable for 3 years.								
	2	4	do.....	Elementary supervisor.....	3.....	3.....	do.....								
Delaware.....	2	1	do.....	Elementary.....	None.....	3.....	do.....								
	2	4	do.....	Primary.....	3.....	3.....	do.....								
	(2)	4	do.....	Elementary.....	None.....	2.....	Renewable according to requirements.								
Florida.....	2	4	do.....	Any.....	do.....	5.....									
Georgia.....	2	4	do.....	Primary.....	do.....	4.....	Renewable in accordance with prescribed conditions.								
	2	(4)	do.....	Any.....	do.....	3.....	Renewable in accordance with prescribed conditions.								
	4	4	do.....	do.....	18 mos.....	8.....	Renewable.								
	2	4	do.....	Subjects named.....	None.....	8.....	do.....								
	2	4	do.....	7-12.....	30 mos.....	5.....	Not stated.								
	2	4	do.....	do.....	None.....	1.....	8 months' experience, renewable for 2 years.								
Idaho.....	(2)	4	County.....	Elementary.....	do.....	1.....	Renewable according to requirements.								

[illegible]

1 In addition, applicant must have full half-year professional course at college or university.

² Applicant must have 2 years' additional work at college or university.

8 Summer school course or 6 weeks' professional course.

⁴ Georgia approved normal school curriculum equal to 14 high-school units.

⁵ All candidates for high-school certificates must pass examination.

⁶ In case applicant has not completed 4-year academic course, a 4-year certificate for high school certificate holders must pass examination.

⁷ Must also pass examination and submit thesis.

8 Must also pass examination.

TABLE 11.—*Certificates to which graduates and students of State normal schools are eligible, together with terms and conditions of renewal of such certificates—Continued.*

States.	Based on 4-year high-school course and 2-year normal-school course or less.										Based on 4-year high-school course and normal course longer than 2 years.			
	Years in—		Certificates valid in—		Years' experience required.	Years valid.	Terms and conditions of renewal or of granting higher certificates.		Years' experience required.	Years valid.	Certificates valid in—		Years' experience required.	Terms and conditions of renewal or of granting higher certificates.
	Normal school.	High school.	Terri- tory.	Schools.							Terri- tory.	Schools.		
Kentucky.....	1	4	State...	Elementary.....	None.....	1.....	Not stated.....				State...	Any.....	None.....	Life certificate, 3 years' experience.
Louisiana.....	2	1	do.....	Intermediate.....	do.....	2.....	do.....							
	2	4	do.....	Elementary.....	do.....	5.....	Renewable for 5 years.....							
	2	4	do.....	Specified grades.....	do.....	2.....	Permanent after 5 years' experience.....							
Maine.....	(⁹)	4	do.....	do.....	do.....	Period specified.....	Renewable after successful experience.....							
	2	4	do.....	Elementary.....	4.....	3.....	Renewable as specified.....							
	12	4	do.....	do.....	3.....	3.....	do.....							
Maryland.....	2	4	do.....	do.....	None.....	3.....	do.....							
	(⁹)	4	do.....	do.....	do.....	2.....	do.....							
	2	4	do.....	Special subject.....	do.....	3.....	do.....							
	10	4	do.....	Superintendent.....	2 or 3.....	3.....	Life certificate, after meeting specified requirements.....							
Massachusetts.....	1 ¹ / ₂	4	do.....	Rural schools.....	None.....	3.....	Not renewable.....							
	2	4	do.....	Any.....	do.....	Life.....	Renewable for period of 3 years.....							
	1 ¹ / ₂	4	do.....	9 grades.....	do.....	3.....								
Michigan.....	2	4	do.....	Subjects named.....	do.....	Life.....								
	2	4	do.....	Kindergarten.....	do.....	do.....								
	8	4	do.....	Rural elementary.....	8 mos.....	5.....	Renewable upon completion of required work.....							
Minnesota.....	2	4	do.....	Elementary.....	2.....	Life.....								
Mississippi.....	1	4	do.....	Any.....	None.....	Life.....	Renewable.....							
	2	4	do.....	Elementary.....	do.....	2.....								
	2	4	do.....	do.....	do.....	Life.....								
	2	4	do.....	High schools.....	do.....	2.....	Renewable.....							
Missouri.....	3	4	do.....	Elementary.....	3.....	Life.....								
	3	4	do.....	High schools.....	do.....	Life.....								

[illegible]

1 In addition, applicant must have full half-year professional course at college or university.

² Applicant must have 2 years' additional work at college or university.

³ Summer school course or 6 weeks' professional course.

⁸ Must also pass examination.

¹⁰ Must also pass examination or have 9 year h

u Diploma from Mississippi State Normal College: 5 years above grammar school.

12 12 hours' credit in university, college, or normal school.

13 Must have attended summer school for 2 terms of 6 weeks

¹⁴ Also 4 "short courses" in agricultural college.

TABLE 11.—*Certificates to which graduates and students of various courses, in State normal schools are eligible, together with terms and conditions of renewal of such certificates*—Continued.

States.	Based on 4-year high-school course and 2-year normal-school course or less.					Based on 4-year high-school course and normal course longer than 2 years.				
	Years in—		Certificates valid in—		Terms and conditions of renewal or of granting highest certificates.	Years in—		Certificates valid in—		Terms and conditions of renewal or of granting higher certificates.
	Normal school.	High school.	Territory.	Schools.		Normal school.	High school.	Territory.	Schools.	
New York	(3)	4	District.	Elementary	Renewable according to specified requirements.					
	1	4	do.	do.	do.					
	1	4	do.	do.	do.					
	2	4	State.	do.	Life.					
N. Carolina	2	4	do.	do.	2.					
	(1)	4	do.	Home economies	Renewable for reading elementary work and summer school attendance.					
	(2)	4	State.	Elementary	Not stated.					
	(1)	4	do.	do.	Renewable for reading elementary work and summer school attendance.					
North Dakota	(2)	4	State.	Elementary	(a) Life, 9 months' experience.					
	(b) 1	4	do.	do.	(b) Renewable for 5 years.					
	(c) 1	4	do.	do.	(c) Life or 5.					
	(1 or 2)	4	do.	do.	Life.	4	4	State.	High schools	Renewable by State superintendent.
Ohio	2	4	do.	do.	Renewable by State superintendent.					
	2	4	do.	Special subj.	Renewable by State superintendent. Life certificate, 24 months' experience.					
	2	4	do.	Primary and kindergarten.	Renewable by State superintendent.					
	1	4	County.	Elementary	Renewable for 1 or 3 years at discretion of board of examiners.					
Oklahoma	1	4	do.	do.	Not stated.					
	2	4	State.	Any.	1 or 3.					
	1	4	do.	do.	Life.					
	2	4	do.	do.	2.					

TABLE 11.—*Certificates to which graduates and students of various courses, in State normal schools are eligible, together with terms and conditions of renewal of such certificates*—Continued.

States.	Based on 4-year high-school course and 2-year normal-school course or less.						Based on 4-year high-school course and normal course longer than 2 years.					
	Years in—		Certificates valid in—		Terms and conditions of renewal or of granting higher certificates.	Years' experience required.	Years valid.	Years in—		Certificates valid in—		Terms and conditions of renewal or of granting higher certificates.
	Normal school.	High school.	Territory.	Schools.				Normal school.	Normal school.	Territory.	Schools.	
Washington....	22 1½	4	State....	Any.....	.....	45 mos.(27 in State).	Life.....	4	4	State....	Any.....	Life, 24 months' experience, or renewed for like period. Do.
	2	4	do.....	Elementary.....	.....	None.....	5.....	3	4	do.....	Varies.....	5.....
	1	4	do.....	do.....	.....	9 mos.....	5.....					
	1 (25)	4	do.....	do.....	.....	None.....	2.....					
West Virginia....	(26)	4	do.....	do.....	.....	do.....	2.....					
	(27)	4	County.....	Specified, Ele. and high school.	.....	do.....	Temp'y.....					
	2	4	State.....	Any.....	.....	do.....	5.....					
	2	4	do.....	do.....	.....	2.....	Life.....					
Wisconsin.....	25 2	4	State.....	do.....	.....	None.....	1.....					
	2	4	do.....	Branches specified.	.....	do.....	1.....					
	2	4	do.....	Any.....	.....	do.....	1.....					
	2	4	do.....	do.....	.....	do.....	1.....					

Wyoming	2	4	4	Spec. technical subjs. Elementary	2	Life		3	4	State	7-12	2	4	Indefinitely for 3- year periods. Do.
	2	4	4	do	2	do		3	4	do	Principal, 9- 12 grades, supt. 1-10 grades; eo. supt.	2	4	
	2	4	4	do	3	do		3	4	do		2	4	
	2	4	4	do	3	do								
	(26)	4	4	do	2	3	Renewable 3 times for 3- year periods.							
	(27)	4	4	do	2	3	do							
	(28)	4	4	do	1	2	Renewable twice for 2-year periods.							
	(29)	4	4	do	3	3	Renewable 3 times for 3- year periods.							
	(30)	4	4	do	2	3	do							
	(31)	4	4	do	1	3	Indefinitely for 3-year pe- riods.							
	2	4	4	do	1	3	do							
	(32)	4	4	do	None	2	Renewable twice for 2- year periods.							
	(33)	4	4	do	do	1	Renewable once for 2-year period.							

² Applicant must have 2 years' additional work at college or university.

³ Must also pass examination.

¹² 12 hours' credit in university, college or normal school.

²³ The requirement is for 1 year and 12 semester hours (indicated as 1½ years) and in addition an examination.

²⁴ Requires 9 weeks' professional training and examination.

²⁵ Must have 1 semester's professional training in higher institution.

²⁶ Same certificate is granted for college or university graduation.

²⁷ Normal training equivalent to 30 semester hours.

²⁸ Normal training equivalent to 15 semester hours.

²⁹ Normal training equivalent to 5 semester hours.

TABLE 12.—*Certificates based upon graduation from secondary schools, together with terms and conditions of renewal of such certificates.*

States.	Amount of professional work.	Professional course.					No professional course.				
		Certificates valid in—		Examination subjects.	Years' experience required.	Terms and conditions of renewal or of granting higher certificates.	Certificates valid in—		Examination subjects.	Years' experience required.	Terms and conditions of renewal or of granting higher certificates.
		Territory.	Schools.	Elementary. Higher. Professional.			Territory.	Schools.	Elementary. Higher. Professional.		
Arkansas.....											
Georgia.....	Prescribed.....	State.....	Special subjects.	4	3	Renewable.	State.....	Any.....		None or 12 months.	Based on compliance with regulations of State board.
Idaho.....	6 weeks.....	County.....	Elementary.	1	7 months.	Renewable, issued only to holders of lower grade certificate.	County ¹	Elementary	3	3 months.	According to specified requirements.
Illinois.....	4-year normal training high school.	State.....	Any.....		2	Renewable for 3 years according to requirements.	County.....	Elementary	10	2	Do.
Iowa.....	Grad. from training course.	State.....	Elementary.		2	Renewable for 2-year periods.	State.....	Elementary		4	3
Kansas.....											
Maine.....	Normal course Required.	do. State.....	do. Grades specified.	5	1	Not renewable. Issued to holders of certain certificates only.	County.....	do.		7 months.	Renewable. Permanent after 3 years' experience if attend normal or college for 1 year.
Minnesota.....	Must have grade of 75 per cent in subjects of high-sch., tr. dept.	State.....	Rural.....		2	Renewable upon recommendation of county supt. after 12 months' experience and completion of required professional course.	State.....	Grades specified.	10	2	Not renewable. Renewable after successful experience.

Teachers' training course.	County.	Any.	Converted into first-grade certificate after 32 weeks' experience and one term of professional training.	2	3	County.	Any.	14	6	8 months.	3	Renewable indefinitely.
Missouri.....	State.....	Ele. and rural.	do.	do.	2	State.....	do.	4	2	12 months.	5 ³	Renewable according to requirements.
Montana.....	State.....	Elementary.	do.	do.	2	do.	do.	4	2	40 months.	Life ⁶	
Nebraska.....	do.	Rural.	do.	None.	2							
N. Hampshire.....	State.....	Elementary.	0	do.	3							
New Jersey.....	do.	do.	4	2	1	State.....	Elementary	4	4		Life.	
New York.....	do.	do.	4	2	1	State.....	Any (subjects specified).	11	3		1	
N. Dakota.....	State.....	Elementary.	None.	do.	2	District ⁶	Elementary	3	3		10	Renewals for simple periods.
Ohio.....	County.....	Highschools	6	1	1 or 3							
Oklahoma.....	do.	Special sub-	(4)	1	do.							
Oregon.....	State.....	Any.	do.	do.	1							
S. Dakota.....	State.....	Subjects named.	None.	do.	1							
	County.....	Elementary.	do.	do.	3							

¹ All county certificates require high-school graduation unless teacher has a required amount of experience.

² Examination or experience required.

³ After January 1, 1919, applicant will be required to furnish evidence of completion of one year of college work.

⁴ Also examination in special subjects applicant wishes to qualify for.

⁵ After January 1, 1919, applicant will be required to furnish evidence of completion of two years of college work.

⁶ Must hold training-class certificate and regents' academic diploma or have three years' experience in addition to high-school graduation.

⁷ After January, 1920.

⁸ After September 1, 1920, a minimum of 12 weeks of professional training will be required.

⁹ Period specified.

TABLE 12.—*Certificates based upon graduation from secondary schools, together with terms and conditions of such certificates—Continued.*

States.	Professional courses.					No professional course.						
	Amount of professional work.	Certificates valid in—		Examination subjects.	Years' experience required.	Terms and conditions of renewal or of granting higher certificates.	Certificates valid in—		Examination subjects.	Years' experience required.	Terms and conditions of renewal or of granting higher certificates.	
		Territory.	Schools.				Territory.	Schools.				
Tennessee.....	4-year normal high-school course.	State.....	Elementary.....	Elementary.....	None.....	5....	Renewable indefinitely. ¹⁰	County.....	Elementary 11 7 4	7 months..	5....	According to specified requirements. Do.
Utah.....								State.....	Elementary..... outside of cities of 1st and 2nd class.	(11) 2 years in Utah.	2....	
Vermont.....	Required.....	State.....	Any.....		None.....	1....	Renewable twice.....					
Virginia.....	4-year normal high school.	State.....	Elementary.....		7 months..	5....	Renewable for 5 years.					
Wisconsin....	Teachers' training course.	County..	Any.....		8 months..	3 or 5	According to specified requirements.					
Wyoming.....	1 year.....	State....	Rural.....		None.....	2....	Renewable twice for 2-year periods.	State.....	Special sub-jects.	(11) 2....	5....	Renewable for 3-year periods.

¹⁰ Also included in table based on normal-school graduation.¹¹ Examination given but subject not stated.

TABLE 13.—*Scholarship and experience requirements for supervisors' certificates.*

States.	Duration of certificate in years.	Scholarship.				Examination subjects.			Years of experience.	Conditions and terms of renewal.
		Years of graduate study.	Years in college.	Years in normal school.	Years in high school.	Traditional.	New elementary.	Higher.		
Connecticut.....	{ Indefinite.....					9	2	2	2.....	Renewable. Must also present paper on certain assigned subjects. May also be granted without examination to persons who have supervised not less than 6 schools for 5 consecutive years. Renewable. Renewable for 3-year periods. Renewable for 3-year periods. In lieu of college graduation may have 2 years of college and 2 of normal training. Renewable for 3-year periods. Do. Do. Must have one-half year's work in college or university in professional work connected with elementary subjects. Must pass required examination. Validity determined by grade obtained. Renewable on 3 years' experience. Must present thesis. Renewable at expiration for life. Must also have 2 years' work in higher institution, one year of which shall be professional. Renewable for 3-year periods. Renewable. In lieu of college graduation may have 2 years of college and 2 of normal training. Renewable. Also issued on examination. Renewable. Must hold preliminary superintendent's certificate, have completed a semester's course in educational theory, and present thesis on specified topic. Must have completed college or normal course. Must have normal diploma or B. A. degree or have completed 9-year hours of specified professional subjects and must submit thesis. Issued to holders of professional high-school city-State certificates. Not renewable. Permanent, 1 year's experience.
	{ 3.....	1	4	4		4			5.....	
	{ 3.....		4	4		4			5.....	
	{ 3.....	1	4	4		4			3.....	
	{ 3 ¹	1	4	4		4			3.....	
Delaware.....	{ 3 ¹		4	4		4			2.....	Renewable. Must also present paper on certain assigned subjects. May also be granted without examination to persons who have supervised not less than 6 schools for 5 consecutive years. Renewable. Renewable for 3-year periods. Renewable for 3-year periods. In lieu of college graduation may have 2 years of college and 2 of normal training. Do. Do. Must have one-half year's work in college or university in professional work connected with elementary subjects. Must pass required examination. Validity determined by grade obtained. Renewable on 3 years' experience. Must present thesis. Renewable at expiration for life. Must also have 2 years' work in higher institution, one year of which shall be professional. Renewable for 3-year periods. Renewable. In lieu of college graduation may have 2 years of college and 2 of normal training. Renewable. Also issued on examination. Renewable. Must hold preliminary superintendent's certificate, have completed a semester's course in educational theory, and present thesis on specified topic. Must have completed college or normal course. Must have normal diploma or B. A. degree or have completed 9-year hours of specified professional subjects and must submit thesis. Issued to holders of professional high-school city-State certificates. Not renewable. Permanent, 1 year's experience.
	{ 3.....		4	4		4			2.....	
	{ 3 ¹		4	4		4			1.....	
	{ 3 ¹		4	4		4			3.....	
	{ 3.....	2				4			1.....	
Georgia.....	{ 3, 2, or 1.....								None.....	Renewable. Must also present paper on certain assigned subjects. May also be granted without examination to persons who have supervised not less than 6 schools for 5 consecutive years. Renewable. Renewable for 3-year periods. Renewable for 3-year periods. In lieu of college graduation may have 2 years of college and 2 of normal training. Do. Do. Must have one-half year's work in college or university in professional work connected with elementary subjects. Must pass required examination. Validity determined by grade obtained. Renewable on 3 years' experience. Must present thesis. Renewable at expiration for life. Must also have 2 years' work in higher institution, one year of which shall be professional. Renewable for 3-year periods. Renewable. In lieu of college graduation may have 2 years of college and 2 of normal training. Renewable. Also issued on examination. Renewable. Must hold preliminary superintendent's certificate, have completed a semester's course in educational theory, and present thesis on specified topic. Must have completed college or normal course. Must have normal diploma or B. A. degree or have completed 9-year hours of specified professional subjects and must submit thesis. Issued to holders of professional high-school city-State certificates. Not renewable. Permanent, 1 year's experience.
	{ 4.....	2				4			6.....	
	{ 3.....					4		1	3.....	
	{ 3.....	1	4	4		4			2.....	
	{ 3.....		4	4		4			4.....	
Maryland.....	{ 3 ¹		4	4		4			2.....	Renewable. Must also present paper on certain assigned subjects. May also be granted without examination to persons who have supervised not less than 6 schools for 5 consecutive years. Renewable. Renewable for 3-year periods. Renewable for 3-year periods. In lieu of college graduation may have 2 years of college and 2 of normal training. Do. Do. Must have one-half year's work in college or university in professional work connected with elementary subjects. Must pass required examination. Validity determined by grade obtained. Renewable on 3 years' experience. Must present thesis. Renewable at expiration for life. Must also have 2 years' work in higher institution, one year of which shall be professional. Renewable for 3-year periods. Renewable. In lieu of college graduation may have 2 years of college and 2 of normal training. Renewable. Also issued on examination. Renewable. Must hold preliminary superintendent's certificate, have completed a semester's course in educational theory, and present thesis on specified topic. Must have completed college or normal course. Must have normal diploma or B. A. degree or have completed 9-year hours of specified professional subjects and must submit thesis. Issued to holders of professional high-school city-State certificates. Not renewable. Permanent, 1 year's experience.
	{ 3 ¹		4	4		4			2.....	
	{ 3 ¹	1	4	4		4			2.....	
	{ 3 ¹		4	4		4			4.....	
	{ Life.....								2.....	
Massachusetts..	{ 3.....								2.....	Renewable. Must also present paper on certain assigned subjects. May also be granted without examination to persons who have supervised not less than 6 schools for 5 consecutive years. Renewable. Renewable for 3-year periods. Renewable for 3-year periods. In lieu of college graduation may have 2 years of college and 2 of normal training. Do. Do. Must have one-half year's work in college or university in professional work connected with elementary subjects. Must pass required examination. Validity determined by grade obtained. Renewable on 3 years' experience. Must present thesis. Renewable at expiration for life. Must also have 2 years' work in higher institution, one year of which shall be professional. Renewable for 3-year periods. Renewable. In lieu of college graduation may have 2 years of college and 2 of normal training. Renewable. Also issued on examination. Renewable. Must hold preliminary superintendent's certificate, have completed a semester's course in educational theory, and present thesis on specified topic. Must have completed college or normal course. Must have normal diploma or B. A. degree or have completed 9-year hours of specified professional subjects and must submit thesis. Issued to holders of professional high-school city-State certificates. Not renewable. Permanent, 1 year's experience.
	{ 3 ¹								2.....	
	{ 3 ¹								2.....	
	{ Life.....								3 continuous years subsequent to securing preliminary certificate.	
	{ 3.....								2.....	
Nebraska.....	{ 3.....								7 { 3.....	Renewable. Must also present paper on certain assigned subjects. May also be granted without examination to persons who have supervised not less than 6 schools for 5 consecutive years. Renewable. Renewable for 3-year periods. Renewable for 3-year periods. In lieu of college graduation may have 2 years of college and 2 of normal training. Do. Do. Must have one-half year's work in college or university in professional work connected with elementary subjects. Must pass required examination. Validity determined by grade obtained. Renewable on 3 years' experience. Must present thesis. Renewable at expiration for life. Must also have 2 years' work in higher institution, one year of which shall be professional. Renewable for 3-year periods. Renewable. In lieu of college graduation may have 2 years of college and 2 of normal training. Renewable. Also issued on examination. Renewable. Must hold preliminary superintendent's certificate, have completed a semester's course in educational theory, and present thesis on specified topic. Must have completed college or normal course. Must have normal diploma or B. A. degree or have completed 9-year hours of specified professional subjects and must submit thesis. Issued to holders of professional high-school city-State certificates. Not renewable. Permanent, 1 year's experience.
	{ 3.....								7 { 3.....	
	{ 3.....								7 { 3.....	
	{ 3.....								7 { 3.....	
	{ 3.....								7 { 3.....	
New Hampshire	{ Life.....	4		4		4			1.....	Renewable. Must also present paper on certain assigned subjects. May also be granted without examination to persons who have supervised not less than 6 schools for 5 consecutive years. Renewable. Renewable for 3-year periods. Renewable for 3-year periods. In lieu of college graduation may have 2 years of college and 2 of normal training. Do. Do. Must have one-half year's work in college or university in professional work connected with elementary subjects. Must pass required examination. Validity determined by grade obtained. Renewable on 3 years' experience. Must present thesis. Renewable at expiration for life. Must also have 2 years' work in higher institution, one year of which shall be professional. Renewable for 3-year periods. Renewable. In lieu of college graduation may have 2 years of college and 2 of normal training. Renewable. Also issued on examination. Renewable. Must hold preliminary superintendent's certificate, have completed a semester's course in educational theory, and present thesis on specified topic. Must have completed college or normal course. Must have normal diploma or B. A. degree or have completed 9-year hours of specified professional subjects and must submit thesis. Issued to holders of professional high-school city-State certificates. Not renewable. Permanent, 1 year's experience.
	{ Life.....	4		4		4			1.....	
	{ Life.....	4		4		4			1.....	
	{ Life.....	4		4		4			1.....	
	{ Life.....	4		4		4			1.....	

¹ Principal's certificate.

TABLE 13.—*Scholarship and experience requirements for supervisors' certificates—Continued.*

States.	Duration of certificate in years.	Scholarship.				Examination subjects.				Years of experience.	Conditions and terms of renewal.
		Years of graduate study.	Years in college.	Years in normal school.	Years in high school.	Traditional.	New elementary.	Higher.	Professional.		
New Jersey.....	{ Life.....									3 as supervisor.....	Must hold limited certificate. Must be 25 years of age, hold permanent elementary or secondary certificate, and present testimonials of ability. To holders of permanent special subject certificate. Made permanent after 3 years' experience. Issued for elementary, grammar, or primary supervisor. Renewable. May be issued on graduation from an approved school or upon examination. Supervisor of any school. Must have required courses. Also issued on prescribed examination. Do.
	{ Not given.....									5, 1 as supervisor.....	
	{ 1.....										
North Carolina.	{ 2.....					4	10	1		3.....	Issued for 5 years or until holder qualifies for life certificate. Evidence of character and education satisfactory to State board of education. Same. Issued for 5 years or until holder qualifies for life certificate. Satisfactory evidence of scholastic and professional qualifications. Not renewable.
	{ 2.....		4		4					1.....	
	{ 3 ¹		4		4					None.....	
	{ 2.....		4		4					2, 3, or 5.....	
	{ Life.....		4		4					10 as superintendent.....	
Rhode Island...	{ 5.....		4		4					5 as superintendent.....	Issued for 5 years or until holder qualifies for life certificate. Evidence of character and education satisfactory to State board of education. Same. Issued for 5 years or until holder qualifies for life certificate. Satisfactory evidence of scholastic and professional qualifications. Not renewable.
	{ Life.....									10 as superintendent.....	
	{ 5.....									5 as superintendent.....	
	{ 1.....									None.....	
	{ Life administration.....		4		4					5 in administration.....	
Utah.....	{ 5.....		4		4					5 in supervision.....	Renewable for 5-year periods. Obtained by examination or proper school diplomas. Course must include required professional training. Same. Renewed for 3-year periods. Do.
	{ Life supervision.....		4		4					2.....	
	{ 5 supervision.....		2		4		1	5	4	3.....	
West Virginia...	{ 5.....									2.....	Renewable for 5-year periods. Obtained by examination or proper school diplomas. Course must include required professional training. Same. Renewed for 3-year periods. Do.
	{ Life.....		4		4					3.....	
	{ 4.....		3		4					2.....	
Wyoming.....	{ 3.....		2							1.....	Renewable for 5-year periods. Obtained by examination or proper school diplomas. Course must include required professional training. Same. Renewed for 3-year periods. Do.
	{ 4.....										
	{ 5.....										

¹ Principal's certificate.

TABLE 14.—*Scholarship and experience requirements for special certificates.*

States.	Duration of certificate, in years.	Scholarship.				Years of experience.	Additional information.
		Years of special training.	Years in college.	Years in normal school.	Years in high school.		
Alabama ¹	4.....				3	0.....	Renewable. Must have satisfactory credentials or pass specified examination. Examination in subject applicant desires to teach. Not renewable.
Arizona.....	2.....				4	1.....	Credentials must be approved by State board of education. Permanent after 5 years' experience.
Arkansas.....	6.....	2					
California.....	3.....		4			3 or more.....	Renewable for 3-year periods. Must have specialized in branch to be taught and in the art of teaching same. Satisfactory examination in special branch applicant is to teach or graduation from normal school, college, or university. Renewable.
Colorado ²	3.....					0.....	Satisfactory examination in subject for which certificate is issued. Renewable.
Connecticut.....	5.....						Renewable for 2-year periods. In lieu of special training, certificate may be obtained by examination.
Delaware.....							Life, 2 years' experience.
Florida.....							
Georgia.....	3.....	2			4	0.....	In lieu of training, may take examination. Life certificate, 6 years' experience.
Idaho.....	8.....	2			4	0.....	Renewable. Must pass examination. Life, 5 years' experience.
Illinois.....	2.....	2			4	"Some".....	Renewable for 3-year periods. On completion of prescribed course in State normal schools.
Indiana.....	4.....	2				0.....	Certificate issued through examination upon special subjects if applicant has earned 36 college-hour credits. Renewable for life after 5 years' experience. Issued to persons completing satisfactory course in subject for which certificate is desired.
Iowa.....	3.....	2				0.....	Renewable. Must have specialized in branch to be taught and in the art of teaching same. College course must include specified subjects. Renewable.
Kansas.....	3.....	2			4	0.....	Renewable. Also granted on examination. Must have satisfactory qualifications. Renewable.
Kentucky ³	Life.....					0.....	Persistence not stated.
Louisiana.....	Not specified	4	2			0.....	Renewable. Must graduate from regular course in subject for which issued.
Maine.....	2.....					0.....	
Maryland.....	3.....				3	3.....	
Massachusetts.....	3.....	4			4	4.....	
Michigan.....	3.....	2			0.....	0.....	
Minnesota.....	2.....					0.....	
Mississippi.....	Life.....	2				0.....	
Missouri.....	1.....					0.....	

¹ Certificates given under provisions prescribed by State board.² Issues no special certificate.³ No regular certificate. Teachers satisfy local boards of ability to teach special subjects.⁴ The State board of examiners, on approval of State superintendent of education, is hereby authorized to provide examinations and make regulations for licensing teachers of music, manual training, domestic science, and of such other special subjects as may be deemed necessary."

TABLE 14.—*Scholarship and experience requirements for special certificates*—Continued.

States.	Duration of certificate, in years.	Scholarship.				Years of experience.	Additional information.
		Years of special training.	Years in college.	Years in normal school.	Years in high school.		
Missouri.....	Life.....	.....	.....	.....	4	40 months.....	Must have held 5-year certificate and completed 2 terms of summer school attendance.
Montana.....	5.....	.....	.....	.....	4	12 months.....	Must present satisfactory diploma from professional school or pass examination. Renewable.
Nebraska.....	1.....	.....	.....	.....	.....	1.....	Renewable. Must present satisfactory evidence of proficiency.
.....	3.....	.....	.....	.....	.....	0.....	One year's experience may be accepted in lieu of 1 year's training. May be converted into life certificate upon meeting prescribed conditions. Nonrenewable.
Nevada.....	2.....	.....	.....	.....	.....	0.....	Persistence not given. Issued at discretion of board.
New Jersey ⁵	(1).....	.....	.....	.....	.....	.....	Must pass examination in subjects to be taught; must be high-school graduate; may be made permanent.
New Mexico.....	1.....	.....	.....	.....	4	Satisfactory.....	Renewable for 2 years. Permanent, 3 years.
New York.....	3.....	.....	.....	.....	4	0.....	Renewable. Qualifications must be satisfactory to State board.
North Carolina.....	2.....	.....	.....	.....	4	0.....	Renewable. Must pass examination in some special subjects.
.....	2.....	.....	.....	.....	4	0.....	Renewable for 5-year periods after 2 years' experience.
North Dakota.....	(3).....	.....	.....	.....	4	0.....	Must have 6 hours of professional training. Renewable.
.....	Prescribed ⁶.....	.....	.....	.....	4	0.....	Must have satisfactory qualifications. Each applicant considered on individual merits.
Ohio.....	3.....	.....	.....	.....	4	0.....	Prescribed examinations.
.....	4.....	.....	.....	.....	4	0.....	Renewable for life after 24 months' experience.
.....	4.....	.....	.....	.....	4	0.....	Renewable. Applicant must meet required standards.
Oklahoma.....	Life.....	.....	.....	.....	4	0.....	Persistence not stated. Must show evidence of ability satisfactory to State supt.
Oregon.....	Not stated.....	.....	.....	.....	.....	0.....	Graduation from an approved school, completion of subjects, and other conditions as prescribed by State supt.
Pennsylvania.....	Term of years.....	.....	.....	.....	.....	0.....	Applicant must present proof of special proficiency and ability to teach.
.....	and life.....	.....	.....	.....	.....	.....	Issued on evidence of fitness by examination or otherwise.
Rhode Island.....	2.....	.....	.....	.....	.....	Satisfactory.....	Renewable. Must have specified professional training or pass examination.
South Carolina.....	Not specified.....	.....	.....	.....	.....	0.....	.....
South Dakota.....	5.....	.....	.....	.....	.....	0.....	.....
Tennessee.....	.....	.....	.....	.....	.....	.....	.....
Texas.....	.....	.....	.....	.....	.....	.....	.....
Utah.....	1.....	.....	.....	.....	.....	0.....	Must have satisfactory evidence of fitness to teach subject for which certificate is issued. Renewable on recommendation of supt. or 5 semester hours of college work.
.....	.....	.....	.....	.....	.....	.....	Special probationary certificate. Persistence not stated.
Vermont.....	(1).....	.....	.....	.....	.....	0.....	Must, in addition to experience, have attended summer school for 4 weeks and furnish recommendation from supt. (Special qualification certificate.)
.....	5.....	.....	.....	.....	.....	30 weeks.....	Issued to applicants who show adequate preparation in branches to be taught. Renewable for 6 years.
Virginia.....	6.....	.....	.....	.....	.....	0.....	Must show evidence of fitness to teach by examination or otherwise.
Washington.....	(6).....	.....	.....	.....	.....	0.....	Renewable for 5-year periods. Must pass examination in subjects as required, or have required courses.
West Virginia.....	5.....	.....	.....	.....	.....	0.....	Renewable. Must graduate from regular course in subject for which issued.
Wisconsin.....	1.....	.....	.....	.....	2	0.....	Renewable for 3-year periods. Must pass examination.
.....	2.....	.....	.....	.....	4	2.....	Must be graduate of normal school or college.
Wyoming.....	(5).....	.....	.....	.....	4	2.....	.....

⁵ Also have special industrial certificate. Applicant must show he has a ability to do work of his trade. ⁶ As long as holder continues to teach in city or county where issued.

TABLE 15.—Scholarship and experience requirements for primary and kindergarten certificates.

IP. denotes primary certificate; S., special; K., kindergarten]

States.	Duration of certificate.	Years of special training.	Years in college.	Years in normal school.	Years in high school.	Examination subjects.			Years of experience.	Conditions and terms of renewal. Additional information.
						Traditional.	New elementary.	Higher.	Professional.	
Arizona (P.)..... (S. and K.).....	4..... 4.....									Must be graduate from approved school giving special preparation for primary work. Renewable for 4 years. Must pass examination or have satisfactory credentials. Renewable for 4 years.
California (K. and P.)..... (K. and P.).....	Life..... 6.....		2	4						To holder of valid certificate upon presentation of proper recommendations. Renewable. After 5 years' experience may be made permanent. Renewable upon evidence of successful teaching.
Connecticut (K.).....	1.....				4	9	2	2	0	Renewable for 3-year periods.
Delaware (K. and P.).....	3.....		2	4		6	4	1	0	Renewable on one year's attendance at summer school.
Florida (P. and K.).....	4.....	1								Must have experience under primary certificate.
Georgia (S. and K.).....	Life.....			4						Must have special training in kindergarten and in science and art of teaching.
I Idaho (S., K., and P.).....	8.....	2		4				3	0	Renewable.
Illinois (K. and P.).....	2.....			4			1	1	0	Must be graduate of training school or in lieu of this graduation must pass examination. Renewable for 2 years.
Indiana (P.).....	3, 2, and 1.....					3		3	0	Provision made for exemption after 6 years' experience.
Iowa (K.).....	3, 2, and 1.....						4	5	2	Do.
Iowa (P.).....	5.....									Must present theme on assigned subject and must hold a second-grade uniform county certificate or certificate of higher grade. Renewable for life after 5 years' experience.
Kansas (S. and K.).....	3.....	2		4					0	Issued to persons who have satisfactorily completed an approved course in subject for which certificate is desired. Renewable for life after 5 years' experience.
Maine (S. and K.).....	2.....								0	Renewable.
Michigan (K. and P.).....	Life.....	2							0	Must also have (1) a teacher's certificate in force, (2) a college diploma or (3) a 4-year high-school diploma.
Minnesota (S. and K.).....	1.....								0	Must hold diploma from accredited school preparing teachers for special subjects. Renewable. Life, after two renewals.
Missouri.....	5.....			4				6	12 months.	Renewable in attendance at summer school or meeting other requirements.
Montana (S., P., and K.).....	1.....								0	Issued to any teacher presenting satisfactory evidence of proficiency in teaching subject for which certificate is desired. Renewable.
Nevada (S. and K.).....	2.....								0	Issued at discretion of State board to applicants who are qualified to teach subject. Persistence not stated.

TABLE 15.—*Scholarship and experience requirements for primary and kindergarten certificates—Continued.*

State.	Duration of certificate.	Years of special training.	Years in college.	Years in normal school.	Years in high school.	Examination subjects.				Years of experience.	Conditions and terms of renewal. Additional information.
						Traditional.	New elementary.	Higher.	Professional.		
New Jersey (S. and K.).	1.....	.....	.....	.....	4.....	.....	.....	.....	.....	0.....	Must pass examination in kindergarten subjects. Renewable for 2 years. After 3 years' experience, for life.
New York (S. and K.).	3.....	2.....	.....	.....	4.....	.....	.....	.....	.....	0.....	Renewable for 5-year periods after 2 years' experience. Examination also given.
North Carolina (K.).	2.....	2.....	.....	.....	4.....	.....	.....	.....	.....	0.....	Must have 6 hours in education of which 3 hours must be in methods of teaching. Renewable. In lieu of training may take examination or show satisfactory experience.
North Dakota (P.), S., K., and P.).	2.....	2.....	.....	.....	4.....	.....	.....	.....	.....	None or 3.....	Validity prescribed by State board. Each applicant considered on individual merits. Renewable.
Ohio (K. and P.).	4.....	2.....	.....	.....	4.....	.....	.....	.....	.....	0.....	Renewable. May be made life certificate after 24 months' experience.
South Carolina (S. and K.).	4.....	2.....	.....	.....	4.....	.....	.....	.....	.....	0.....	Must also present thesis on specified subject. Renewable for 36 weeks' attendance at an institution of higher learning or upon 32 months' successful experience.
Oregon (P.).	5.....	.....	.....	.....	.....	3.....	.....	.....	.....	6.....	Graduation from an approved school under such conditions as may be imposed.
Pennsylvania (S. and K.).	Term of years and of life.	.....	.....	.....	.....	.....	.....	.....	.....	0.....	Issued on evidence of fitness, by examination or otherwise.
South Carolina (K.).	Not stated.	.....	.....	.....	.....	8.....	1.....	.....	2.....	Not stated.	Renewable.
South Dakota (P. and K.).	.....	.....	.....	.....	.....	.....	.....	.....	.....	0.....	Renewable on year's attendance at summer school, obtained on graduation from college, university or normal.
Texas (P. and K.).	4.....	.....	.....	.....	.....	.....	1.....	4.....	2.....	0.....	If holder of first-grade certificate, examination given only in subjects not examined in for such certificate. If holder of second-grade certificate, examination only in required additional subjects.
(P. in State).....	Life.....	.....	.....	.....	.....	11.....	.....	.....	.....	.....	Must hold temporary State certificate.
(K. in State).....	do.....	.....	.....	.....	.....	.....	.....	.....	.....	3 in State.....	Requirements as for permanent State certificate.
(K. in State).....	4.....	2.....	.....	.....	4.....	.....	.....	.....	.....	3 in State.....	Renewable for 5-year periods. Completion of approved courses of examination, which varies according to subjects for which issued.
(P. in City).....	Life.....	.....	.....	.....	.....	.....	.....	.....	.....	None or 2.....	Renewable for 1 year.
West Virginia (P., S., and K.).	5.....	.....	.....	.....	.....	.....	.....	.....	.....	0.....	Renewed indefinitely for 3-year periods. Must pass examination.
Wisconsin (K. and P.).	1.....	.....	.....	.....	2.....	.....	.....	.....	.....	.....
Wyoming (S., P., and K.).	5.....	.....	.....	.....	4.....	.....	.....	.....	.....	2.....	

TABLE 16.—*Subjects in which examination is required for first-grade county certificates, not including the traditional elementary subjects.*

[The cross (X) indicates that examination is given in the subject; X² indicates that examination is given in two phases of the subject; O indicates that the subject is optional, and its exponent indicates the number of subjects to be chosen from the optional group.]

States.	Higher (secondary) subjects.										New elementary subjects.				Professional subjects.								(Special subject.)						
	English.	General science.	Algebra.	Physics.	Civil government.	Literature.	Geometry.	Physical geography.	History (not U. S.).	Botany.	Biology.	Zoology.	Chemistry.	Drawing.	Music.	Agriculture.	Manual training.	Domestic science.	Principles of teaching.	Theory and practice.	Methods.	School law.		Pedagogy.	Theory and art.	Psychology.	School management.	Didactics.	School libraries.
Arkansas.....	X ²		X	X		X			X					X		X				X	X	X							
California.....																													
Colorado.....		X		X		X																							
Georgia.....																													
Idaho.....																													
Illinois.....	X ²		X	O ²		X		X	X	O ¹	O ³	O ³		X		X				X	X	X						X	
Indiana ²																													
Kansas.....	X		X	X		X			X																				
Kentucky.....																													
Michigan.....			X	X					X																				
Mississippi.....			X	X					X																				
Missouri.....	X		X	O ¹		X			X ²	X	O ¹																		
Nebraska.....			X																										
Ohio ⁴			X	X		X				X																			
Oklahoma.....			X	X		X			X	O ²	O ²																		
Pennsylvania.....			X	X		X			X	O ²	O ²																		
South Carolina.....																													
South Dakota.....																													
Wisconsin.....	X	X	X	X			X		X					X		X	O ¹	O ¹										X	

¹ Manual of elementary course of study for Idaho.

² Agriculture, domestic science, industrial arts, music, and drawing are optional subjects in Indiana.

³ State course of study.

⁴ Examination in "all the common branches, including agriculture and practical test in teaching."

⁵ Manual of Wisconsin elementary school course.

TABLE 17.—*Scholarship and experience requirements for highest certificates based upon examination.*

States.	Certificate.	Duration of certificate.	Examination subjects.			Years of experience required.	Supplementary information.
			Traditional elementary.	New elementary.	Higher.	Professional.	
Alabama.....	Life.....	Life.....	10	1	4	5	Must show high degree of efficiency and professional attainment and submit written history of teaching experience.
Arizona.....	Life.....	Life.....	.....	.....	.....	3	Must hold first-grade certificate, which is issued on examination.
Arkansas.....	State.....	Life.....	.....	.....	7	.....	Must hold professional license or take equivalent examination.
California.....	State diploma.....	Life.....	10	.....	8	2	Holder of valid county certificate for one year.
Colorado.....	First-grade county.....	3 years.....	8	.....	2	2	Renewable at option of local superintendent. If to teach in high school, additional examination is given.
Connecticut.....	Elementary.....	1 year.....	9	2	2	.....	May be renewed upon evidence of successful experience.
Delaware.....	Elementary—second grade.....	2 years.....	10	4	.....	1	Must be high-school graduate, have had 6 weeks' professional preparation and be 20 years of age. Renewable upon 6 weeks' additional professional preparation.
Florida.....	State.....	5 years.....	.....	.....	9	1	Must have grade of 90 per cent. Renewable.
Georgia.....	General elementary—Grade 1.....	3 years.....	13	1	.....	0	Must pass such examination as the board may direct.
Idaho.....	State-life.....	Life.....	.....	.....	6	1	Renewable.
Illinois.....	First-grade elementary.....	3 years.....	7	.....	6	.....	Applicant must hold professional license.
Indiana.....	Life license.....	Life.....	.....	8	.....	.....	Renewable for life.
Iowa.....	First-grade State, upon examination.....	5 years.....	8	2	10	5	Prescribed examination. Renewable for life.
Kansas.....	Three-year certificate.....	3 years.....	.....	.....	.....	.....	Must have average of 90 per cent and be 24 years of age.
Kentucky.....	State teacher's diploma.....	Life.....	7	.....	6	3	Renewable for 5 years.
Louisiana.....	First grade.....	5 years.....	8	1	2	.....	Must hold probationary professional elementary certificate, and have pursued some professional study during its validity.
Maine.....	Permanent professional elementary.....	Life.....	.....	.....	.....	5	Graduation from 4-year high school or equivalent and 2-year normal, or issued on examination to person showing equivalent training.
Maryland.....	Elementary school teacher's certificate of the first grade.....	3 years.....	.....	.....	.....	.....	Examination by local board. Such qualifications as board may require.
Massachusetts.....	Local certificates.....	Life ⁽¹⁾	12	1	Must have one year of professional training.
Michigan.....	Life.....	5 years.....	7	.....	4	.....
Minnesota.....	First grade.....	Life.....	11	.....	8	1	
Mississippi.....	Teacher's professional.....	Life.....	.....	.....	.....	.....

Missouri.....	Life.....	Life.....	.....	.....	2	40 months.....	Must have completed 4-year high school and hold 5-year State certificate and pass examination (according to subject to be taught).
Montana.....	Life.....	Life.....	9	5	6	70 months.....	Must pass additional examinations as prescribed. If applicant holds an unexpired certificate obtained by examination, he shall be exempt from part of examination.
Nebraska.....	Professional State.	Life.....	.....	9	1	2.....	Must hold first-grade county certificate and obtain average of 80 per cent in examination.
Nevada.....	Elementary first grade.	Life.....	13	2	2	16 months.....	Renewable.
New Hampshire	Elementary teachers.	Life.....	.....	.....	4	4 in State.....	
New Jersey.....	Perm. State ele.....	Life.....	.....	7	2	3.....	(2).
New Mexico.....	Elementary State first grade.	Life.....	10	1	6	0.....	Renewable for 3-year periods if requirements are met.
New York.....	State.....	Life.....	7	1	9	7 months.....	
North Carolina.	Elementary teachers.	Life.....	10	1	2	0.....	Renewable for (a) reading circle work, (b) summer school attendance.
North Dakota..	First-grade elementary.	Life.....	8	2	4	2	8 months.....
Ohio.....	State elementary.	Life.....	.....	2	1	50 months.....	Renewable once.
Oklahoma.....	First-grade county State-life.....	Life.....	11	3	4	2	12 months.....
Oregon.....	Permanent State.	Life.....	10	10	4	60 months, 15 in State.	Prerequisite for examination in high-school graduation and 1 year of college or normal, including 15 semester hours of professional work.
Pennsylvania..	First-grade elementary.	Life.....	9	2	7	2	2 years on provisional and 2 on professional.
Rhode Island..	First grade.....	Life.....	.....	.....	0	0.....	Renewable for 2 periods of 6 years each; permanent after 15 years' experience; examination prescribed by State board.
South Carolina.	Professional.....	Life.....	12	10	2	40 months.....	Issued on examination; renewable.
South Dakota..	First-grade elementary.	Life.....	9	1*	0	0.....	After Sept., 1921, applicant must have had 24 weeks of professional training.
Tennessee.....	Permanent State.	Life.....	9	1	13	3	0.....
Texas.....	Second class.....	Life.....	.....	8	0.....	0.....	(a). Holder of a State permanent primary certificate.
Utah.....	First grade.....	Life.....	.....	8	0.....	2 or 3 yrs.....	(b). Holder of a valid first-grade certificate.
Virginia.....	First grade.....	Life.....	6	2	6	2	7 months.....
Washington....	Second-grade elementary.	Life.....	8	.....	1	0.....	Must be 19 years of age and have academic training equal to 2 years of high school. Renewable.
West Virginia..	First-grade county	Life.....	9	1	0	1	0.....
Wisconsin.....	Elementary, city, class A, based on examination.	Life.....	1	2	1	2	2.....
Wyoming.....	Elementary, city, class A, based on examination.	Life.....	1	2	1	2	2.....

¹ Discretion of local committee.

² Must have had 3 years' experience on limited elementary certificate which requires that applicant must be high-school graduate or its equivalent, have attended two sessions of summer school, and passed examination in 10 elementary, 2 new elementary subjects, and 1 professional.

³ Renewable once upon successful experience and recommendation of county superintendent. Second renewal upon recommendation of county superintendent and reading of required book. After second renewal, renewable for life.

TABLE 19.—*Suspension and revocation of certificates.*

Names or kinds of certificates.	Officer empowered to suspend or revoke.	Grounds upon which suspension or revocation may be made.	Process.
Alabama: Any certificate.....	Superintendent of education.....	Immoral conduct or unbecoming or indecent behavior.	30 days' notice must be given and a fair hearing to the teacher and the board of directors of the school district in which the teacher is employed.
Arizona: Any certificate.....	State board of education.....	Unprofessional conduct or evident unfitness to teach.	
Arkansas: Any certificate.....	County examiners.....	Immoral character or evident unfitness for teaching.	
California: Any certificate.....	State board of education or county boards of education.	Unprofessional conduct, unfitness to teach, or persistent defiance of the laws regulating the duties of teachers.	A hearing before the board and, in case of the county board of education, there must be an affirmative vote of at least 4 of the 5 members of the board. The charges must be presented to the board in writing and accused must have a fair and impartial hearing and 10 days' notice of date of trial.
Colorado: State certificates..... County certificates.....	State superintendent..... County superintendent.....	Intemperance, immorality..... .....do.....	Holder of a certificate has right to appeal to the State superintendent of schools within 30 days.
Connecticut: Any certificate.....	Examining committee.....	Incompetency to teach or to manage a school or to conform to requirements.	May be discharged by district or by committee in absence of action by the district. If improperly discharged by committee, district may compel reinstatement.
Delaware: Any certificate.....	State board of education.....	Negligence, cruelty, incompetence, or immorality.	The teacher has a right to appeal to the county board of education.
Florida: Any certificate.....	County or State superintendent.....	Incompetency and gross immorality.....	
Georgia: County licenses.....	County school commissioner.....	Immorality, incompetency, neglect of duty.....	Applicant has 30 days in which to appear before State board and show cause why certificate should not be revoked.
Idaho: State or State life certificate.....	State board of education.....	Any cause which would have prevented the issuance of such certificate if known at the time of issue.	30 days is given to appear and make appeal before State board of education.
Illinois: County certificate.....	County superintendent.....	Neglect of duty, incompetency, or immorality.....	Applicant has the right of appeal if taken within 10 days.
Indiana: Any certificate.....	County or State superintendent..... State or county superintendent.....	Immorality, incompetency, unprofessional conduct, or other just causes. Incompetence, immorality, cruelty, or neglect of the business of the school.	

Iowa: Any certificate.....	County superintendent.....	Incompetency, immorality, intemperance, cruelty, or general neglect of the business of the school, or for any cause which would have authorized or required a refusal to grant the same.
Kansas: All certificates.....	Boards issuing.....	Immorality, gross neglect of duty, annulling of contracts, or any cause which would have justified withholding the certificate when it was granted.
Kentucky: Any certificate.....	County superintendents.....	Incompetency, immorality, inefficiency, or other unworthiness to be a teacher.
Louisiana: Any certificate.....	State board of education.....	Incompetence, unworthy or immoral conduct....
Maine: Any certificate.....	State superintendent of schools.....	"Certain causes".....
Maryland: Any certificate.....	State superintendent.....	Immorality, dishonesty, intemperance, insubordination, incompetency, or neglect of duty.
Massachusetts: Any certificate.....	Board of education.....	Incompetent or otherwise manifestly unfitted to serve as instructor of schools.
Michigan: Any certificate.....	State board of education.....	For causes.....
Minnesota: Any certificate.....	County and State superintendent.....	Immoral character, failure to follow contract, inefficiency, tuberculosis, or communicable diseases.
Mississippi: Any certificate.....	County superintendent.....	Intemperance, immoral conduct, brutal treatment of pupils.
Missouri: Any certificate.....	County superintendents.....	Immorality, incompetence, neglect of duty, or annulling contract without the consent of the board.

County superintendent shall within 10 days transmit to such person a written statement of the charges preferred and set time and place for hearing, at which trial the teacher shall be privileged to be present and make defense. If in judgment of the county superintendent there are sufficient grounds for revocation of the certificate or diploma, he shall at once issue in duplicate an order revoking the certificate or diploma, and same shall become operative and of full force and effect 10 days after date of its issue, one copy of the order to be mailed to holder of the certificate and the other to be mailed to superintendent of public instruction. The person aggrieved by such order shall have right to appeal to superintendent of public instruction within 10 days from date of such mailing, and in case of appeal the revocation shall not be effective until same is affirmed, after full hearing, by the superintendent of public instruction. The revocation of all State certificates and life diplomas must be affirmed by the educational board of examiners after full review before becoming effective.

County board may suspend certificates and may recommend to State superintendent the revocation of them. State superintendent must give opportunity to accused to defend himself against the charges made.

Board of education must be convinced after investigation.

A hearing must be given the accused.

May be suspended on own authority or on complaint of school boards.

Accused must be given trial.

TABLE 19.—*Suspension and revocation of certificates*—Continued.

Names or kinds of certificates.	Officer empowered to suspend or revoke.	Grounds upon which suspension or revocation may be made.	Process.
Montana: Any certificate.....	State superintendent or county superintendent for 6 months.	Incompetency, immorality, intemperance, physical inability, crime, neglect of duty, leaving school before expiration of term.	
Nebraska: Any certificate.....	By authority granting same.....	Any cause which would have prevented their issue or for incompetence, immorality, intemperance, cruelty, neglect of duty, or crime against the State.	
Nevada: Any certificate.....	State board of education.....	Immoral or unprofessional conduct, evident unfitness for teaching, or persistent defiance of and refusal to obey the laws of the State, or the rules and regulations of the State board, or of the State superintendent, defining and governing the duties of teachers.	
New Hampshire: Any certificate.....	School board.....	Immoral or incompetent or who shall not conform to regulations prescribed.	No teacher shall be so dismissed before expiration of period for which said teacher was engaged without having previously been notified of the cause of such dismissal, and provided further that no teacher shall be so dismissed without having previously been granted a full and fair trial. The district shall be liable in the action of contract to any teacher dismissed in violation of the provisions to the extent of full salary for the period for which such teacher was engaged.
New Jersey: Any certificate.....	State board of examiners.....	For cause.....	
New Mexico: Any certificate.....	State board of education.....	Incompetence, immorality, or any cause for which certificate might have been withheld if known at the time of its issue.	The accused must have a full and fair hearing and may have the services of counsel.
New York: Any certificate.....	Commissioner of education.....	Any sufficient cause.....	Commissioner of education may reconsider and reverse his action.
Do.....	School commissioner.....	Immorality.....	Teacher must be given reasonable notice of the charge, and an opportunity to defend himself. If the certificate thus annulled was granted by the commissioner of education or a former superintendent of public instruction, or is a diploma of State normal school, notice of such annulment must be sent forthwith to the commissioner of education.

North Carolina: County certificates. Any certificate.	County board of education. County superintendent with concurrence of a majority of the school committee. School committee.	Immorality. Any immoral or disreputable conduct or incompetency to discharge efficiently the duties of a public school teacher or persistent neglect of such duties. Sufficient charges.	Charges must be filed in writing with county superintendent, and after hearing shall have been had before committee of the district in which such teacher is teaching, after 2 days' notice to such teacher.
Do.			Teacher must be given an opportunity to make defense.
North Dakota: Any certificate.	State board of examiners.	Any cause that would have caused it not to be granted if known at time it was granted, or for incompetency, immorality, intemperance, cruelty, crime against the laws of the State, breach of contract, refusal to perform his duty, or general neglect of work.	
Ohio: Any certificate. Oklahoma: Any certificate.	State board of examiners. Power granting same.	Immorality or other grounds which would have prevented the issue of said certificates.	
Oregon: Any certificate.	Authority issuing.	Immorality, intemperance, crime against the law of the State, or gross neglect of duty.	Revocation may take place upon written complaint of any county superintendent after defendant has been given opportunity to be heard. Holder shall not be eligible to receive another teacher's certificate within 12 months after date of revocation. The aggrieved shall have right to appeal to State superintendent when certificate is revoked by county superintendent, which shall act as a stay of proceedings for a period of 30 days; to the State board of education when revocation is by State superintendent, which appeal shall act as a stay of proceedings until next regular or special meeting of said board.
Pennsylvania: Any certificate.	State superintendent.	Incompetency, cruelty, negligence, immorality, or intemperance.	Reasonable notice in writing must be given to the parties interested.
Rhode Island: Any certificate. South Carolina: Any certificate.	State board of education. State board of education. County superintendent or board of education.	Sufficient cause. Immorality, unprofessional conduct, profanity, or unfitness to teach. do.	Due notice must be given and an opportunity for a hearing.
Tennessee: Any certificate. Texas: Any certificate.	State superintendent. Authority issuing.	Immoral conduct. Conducting school improperly or unworthiness to instruct youth of the State, or failure to attend required institute, or abandoning contract.	Right of appeal may be taken to the State board of education. Sufficient evidence furnished by the county superintendent. Provided the holder is notified and given opportunity to be heard and to appeal to State superintendent and State board of education.

TABLE 19.—*Suspension and revocation of certificates*—Continued.

Names of kinds of certificates.	Officer empowered to suspend or revoke.	Grounds upon which suspension or revocation may be made.	Process.
Utah: State diplomas and State certificates. Local certificate.....	State board of education..... Board of examiners for local certificates.	Immoral or unprofessional conduct or evident unfitness for teaching. Immoral and unprofessional conduct, profanity, intemperance, or evident unfitness for teaching.	Board of examiners for local certificates shall recommend to the board of education.
Vermont: Any certificate.....	State commissioner of education.....	Conduct or reputation incompatible with the standard of the teaching profession or incompetency to teach or inability to secure and maintain control of pupils.	Upon recommendation of the superintendent under whom teacher has last taught.
Virginia: Any certificate..... Washington: Any certificate.....	Division superintendent..... Authority issuing.....	Cause..... Immorality, intemperance, crime, or unprofessional conduct.	Subject to appeal to the State superintendent within 30 days. On complaint of any superintendent. The defendant is given opportunity to be heard.
West Virginia: Any certificate.....	State superintendent.....	Immorality, unfitness to teach, and other just causes.	
Wisconsin: Any certificate.....	State or county superintendents.....	Incompetency, immoral conduct.....	The holder must be served with written notice and given opportunity for defense. Charges must be made in writing.
Wyoming: Any certificate.....	State board of education.....	Neglect of duty, incompetence, immorality, or reprehensible conduct.	Written charges must be made and a personal hearing given.

TABLE 20.—*Minimum age requirements.—Fees required for certificates and funds to which they are credited.*

State.	Minimum age requirement.	Kind of certificate.	Fee.	Funds to which fees are credited.
Alabama.....	17 (any) ¹	Third grade..... Second grade..... First grade..... Life grade.....	\$1.00 1.50 2.00 3.00	
Arizona.....	18 (any).....		0	
Arkansas.....	None.....	State life..... State professional..... State first grade and county.....	10.00 5.00 1.00	
California.....	18 (any).....	County.....	2.00	County treasurer for teachers' institute and teachers' library fund.
Colorado.....	18 (any).....	State..... County.....	10.00 1.00	Expenses of State board.
Connecticut.....	None.....		0	
Delaware.....	20 (any).....		0	
Florida.....	None.....	Third grade..... Second grade..... First grade..... Primary..... Special..... State.....	1.00 1.50 2.00 3.00 2.50 5.00	
Georgia.....	18 (any).....	3-year professional and State 1-year high school..... Statelife and State high school..... State 5-year or renewals.....	2.00 10.00 5.00	
Illinois.....	18 (any).....	Examination or annual registering of county certificate.....	1.00	
Indiana.....		All certificates..... Life.....	.75 5.00	} Used to pay for grading manuscripts.
Iowa.....	18 (any).....	County..... State..... Life validation.....	1.00 2.00 5.00	
Kansas.....	1st grade, 20; 2d, 3d, and temporary, 18.....	County.....	² 1.00 ³ 2.00	} \$1 of all fees collected is placed to the credit of county institute fund.
Kentucky.....	State diploma, 24; State certificate, 21; county certificate, 18.....	County..... State.....	3.00 4.00	
Louisiana.....	18.....	High school and first grade..... Second grade..... Third grade.....	2.00 1.50 1.00	
Maine.....	17 (any).....		0	
Maryland.....	18.....		0	
Massachusetts.....	None.....		0	
Michigan.....	18.....	Male applicants..... Female applicants.....	1.00 1.50	} Teachers' institute fund.
Minnesota.....	1st and 2d grades, 18..... Limited 2d year, 17.....	Any certificate—examination or renewal..... Professional or for indorsement..... Permanent professional.....	.50 1.00 5.00	
Mississippi.....	17 (any).....	Not stated.....	.50 1.00	} Expenses of teachers' associations and teachers' meetings and grading of papers.
Missouri.....	None.....	All renewals and indorsements..... County certificates.....	1.50 3.00	
Montana.....	18.....	County..... State or life.....	1.00 1.50	
Nebraska.....	None.....	Examination, registration, renewal, or indorsement..... Examination for county.....	1.00 1.50	} \$1 for institute and 50 cents for expenses of examination.

¹ Minimum age required for any certificate, 17 years.² At educational institutions.³ By county examining board.⁴ \$1 for duplication.

TABLE 20.—*Minimum age requirements.—Fees required for certificates and funds to which they are credited—Continued.*

State.	Minimum age requirement.	Kind of certificate.	Fee.	Funds to which fees are credited.
Nevada.....	20.....	High school and first-grade elementary.	0	
	18.....	All others.....	0	
New Hampshire.	None.....		0	
New Jersey.....	18 (any).....		0	
New Mexico.....	18 (any).....	Professional life.....	10.00	
		Professional 5-year.....	5.00	
		All others.....	1.00	
New York.....	18 (any).....		(⁶)	
North Carolina..	18 (any).....		0	
North Dakota...	18 (any).....	Third and fourth grades.	2.00	
		Special and second grade.	3.00	
		First grade professional.	5.00	
Ohio.....	18 (any).....	State.....	5.00	State treasurer.
		County.....	(⁶)	County education fund.
Oklahoma.....	1st grade, 20.....	County.....	2.00	County normal institute fund.
	2d and 3d, 18.....	State.....	4.00	For grading manuscripts.
Oregon.....	18 (any).....	Life State.....	3.00	
		Five-year State, primary 5 year, 1 year State.	2.00	
		Temporary county	2.50	
		Special.....	3.00	
		Renewal of State..	1.00	
Pennsylvania...	18 (any).....		0	
Rhode Island...	None.....		0	
South Carolina..	18 (any).....		0	
South Dakota...	18 (any).....	Life (examination)	10.00	
		State (examination).	5.00	
		Provisional State.	2.00	State professional fund.
		First, second, third, and primary.	1.00	Fifty cents to institute fund; 50 cents to general State fund.
Tennessee.....	18 (any).....		0	
Texas.....	16 (any).....	All examinations..	2.00	If for second-grade county, the \$2 retained by examiners, and if for State certificate, \$1 is retained and \$1 forwarded to State department of education.
Utah.....	None.....		0	
Vermont.....	17 (any).....		0	
Virginia.....	18.....		0	
Washington.....	18.....	All.....	1.00	County institute fund.
West Virginia...	18.....	Any certificate....	1.00	Fees received for examination used by county superintendent for expenses of examination. Fees received for certificates granted on graduation or credentials credited to general school fund.
Wisconsin.....	None.....	State.....	2.00	
		County.....	0	
Wyoming.....	17.....	Temporary.....	.50	
		Renewals and others.	1.00	Credit of certification board.

⁶ Prescribed.⁶ Not stated.

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